



GENDER LEARNING DAY – 21.09.2017

The Swiss Agency for Development and Cooperation (SDC) Gendernet hosted on the 21st of September 2017 in Bern a Gender Learning Day. The event gathered SDC's Gendernet members and gender experts as well as gender responsible focal persons from Swiss NGO's and SDC partners. The objective was to *exchange and share learning between the SDC Gendernet and thematic gender experts of SDC's NGO partners*. It was co-organized with HELVETAS Swiss Intercooperation and IZFG, backstopping partners of SDC. Furthermore, the event focused on deepening the thematic learning and practical experiences focusing on three identified topics of interest - on Unpaid Care Work (UCW), Gender-based Violence (GBV) and Gender in Monitoring and Reporting.



All documents are linked in the this report and can be found on the SDC gender Shareweb: <https://www.shareweb.ch/site/gender/Pages/Content/Event-Profile.aspx?Event=2017-09%20SDC%20Gender%20Learning%20Day>

1. Thematic input

The Gender Learning Day started in the morning with two thematic inputs, one on Unpaid Care Work and the other on Gender Based Violence. In order to address the topics and deepen the discussions among participants, two groups were formed according to the two topics. In each group, first the topic was presented and afterwards discussions and exchanges took place.

1.1. Thematic Input on Unpaid Care Work

Contextualising Unpaid Care Work (Mona Sherpa, HELVETAS Swiss Intercooperation Nepal)

Mona Sherpa from HELVETAS Swiss Intercooperation Nepal (Hereafter HELVETAS) presented a case study on Unpaid Care Work. Coming from Nepal she explained the care context and the situation of women in rural Nepal. Unpaid Care Work can be defined as “contributing to meeting basic physical and emotional needs-central to human and social wellbeing”. Unpaid Care Work includes collecting fuel and water, housework, care of children, as well as care of adults, sick, elderly and people living with disability. A way to address and incorporate unpaid care work into development projects and programmes is to categorise according along the four R’s: Recognition, Reduction, Redistribution and Representation. There are many opportunities to shape projects and programmes in different sectors so that care is recognised, that drudgery is reduced and that the allocation of caring responsibilities is more equitably distributed. There are some potential entry points for cooperation in addressing unpaid care work in a transversal manner. The options range from “technical fixes” to reduce drudgery to addressing the power dynamics behind issues of redistribution and representation. In Nepal, HELVETAS addressed unpaid care work through a pilot action research initiated in Dailekh in 2015, to increase participation and representation of women in livelihood initiatives and their engagement in development and implementation of climate change adaptation plans. The intervention has afterwards also been integrated in other programmes on climate change and disaster risk management; food security and nutrition with women river-bed farmers; economic growth and decent employment linking with gainful employment status of women. The main tool used was the participatory methodology REFLECT and time diary collection. Results of the study and testimonials were shared with participants. Learnings from women / respondent perspective as well as learnings from an organisational point of view were presented.

→ [Presentation Unpaid Care Work](#)



Discussions:

During the discussion participants stressed that by choosing a group that is homogenous and being in a certain stage of life (being a child, student, mother/father etc.) – will most probably reflect some similarities in the diary. Care work is seen as female work – women are seen as care givers and men as bread winners. Thus, men tend to be pressured by social norms to fulfil certain expectations and therefore care work is not equally distributed. Hence, there is a need for appreciation and recognition of care work, sharing of good examples within the community, and working with particular key stakeholders such as religious leaders etc. Additionally, participants also indicated that if women earn less than men, economically for a family it may be a better option to distribute more care work to women instead of dividing the care work equally. Thus, there are many factors which need to be understood and reflected with the members of a community to fairly distribute or/and reduce the care work. Another point discussed by participants is the global care chain. As care work is a work that is necessary, by



distributing care work often other women take this responsibility, such as unpaid work by family members or paid work by professionals. Human rights from a care perspective was also stressed during the discussion. For various reasons the excessive amount of care work that is necessary deprives the enjoyment of one's rights. Last but not least participants agreed that the government has also responsibilities when it comes to unpaid care work. However, the example of Vietnam, which offers child care for free because of its anchorage in its constitution, must be critically assessed because it creates a constructed family structure and therefore generates particular stereotypes and pressures family members.

For more information, also see

→ [Practical guidance on analysis and intervention design](#)

→ [Guidance Sheet](#)



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SDC Gender
Guidance Sheet - Ge

1.2. Thematic input: Gender-Based Violence

This group on Gender-Based Violence (GBV) had two sub-groups which participants were split in smaller groups and rotated.

Contextualising SGBV interventions

Based on two project examples from two different contexts (Mali, Bosnia-Herzegovina) Maja Loncarevic and Alexandra Nicola from IAMANEH Switzerland presented two comparable GBV-interventions with completely different frame conditions. The governance model developed in the frame of the 2015/16 SDC GBV capitalisation was used to contextualise the two examples and to highlight the differences emerging with regard to project set up and development when working in contexts with weak states and weak services in comparison to strong states and an existing strong service offer. Strategic choices to be taken with regard to the psychosocial approach and its contextualisation; the development of service offers and the raising of societal awareness as well as institutional anchoring and legal procedures showed to be strongly influenced by the weak state/strong state settings. In comparison, both contexts required a combination of professional service provision and strong lobbying and advocacy work in order to reach social acceptance and sustainability of the protection and support services for SGBV survivors and implementing partner NGOs needed to develop capacities on both levels. In weak state settings lobbying and advocacy at regional level had proven to be more effective, but set clear limitations to system improvement and governmental responsibility take over. While in strong state settings institution based service-provision was more predominant, weak state settings fostered stronger community-orientation, what again implied different strategies of involving state actors.

→ [Presentation on Contextualising SGBV interventions](#)



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Experiences in psychosocial approaches in the field of action of GBV

In a separate sub-group, Irene Bush and Andrea Zellhuber from Terre des Hommes Schweiz (hereafter tdh) presented their experience on psychosocial approaches in the field of action of GBV. The presentation focused on the organisation's experience on capacity building in psychosocial approaches with the Solution Focused Approach (SFA) for contexts where there is a lack of psychologists.

The presentation included examples on individual counselling of survivors of violence, on community approaches to awareness raising and on self-care for staff of partner organisations. tdh's experience with the SFA approach showed its significant contribution to attitude change toward gender norms among young people. Furthermore, it could be proved that the approaches in psychosocial support contribute to empower young people as actors of change in violence prevention. Empowered youth take initiative to stand up against violence in their communities and to speak out about taboo issues. These community activities are a key intervention and a strategy to change attitudes towards violence against women in the communities.

→ Presentation on Gender Based Violence: Psychosocial Approaches in victim support and Community Approaches for violence prevention



Discussion

The discussion in both sub-working groups stressed the relevance of community intervention in both weak state and strong state settings and in line with IAMANEH's and tdh Schweiz's experience, the need for developing approaches that lead to deeper attitude change with regard to SGBV in the society. Peer to peer approaches were confirmed to have proven most effective. Engaging men and boys as change agents was confirmed as important new orientation in SGBV programmes, but should take care of not reinforcing patriarchal mechanisms and dominant male positions in the community.

Work with perpetrators was stressed as highly needed complementary intervention to be developed in different contexts, with still very little experience and know how to build on and IAMANEH being able to provide pioneer expertise in this field. In strong state settings with increased focus on professional service provision, involvement of institutional actors and scaling up and integration of services was underlined as necessary strategy that should lead to a durable service set up for SGBV survivors. Nevertheless, working on the structural level and engaging in transformative processes was also seen as relevant in weak state contexts. Finally, working parallel and jointly on different levels was seen as crucial, having to take into considerations capacities and leverage of the actors involved and using them in the most effective way.



2. Gender in Monitoring & Reporting

The afternoon programme started with the exercise of mapping challenges and good practices on gender in Monitoring & Reporting presented by Andrea Graf and Marianne Meier from the

Interdisciplinary Centre for Gender Studies (IZFG). The participants listed following challenges and good practices:

Programme level		Project level	
Good Practices	Challenges	Good Practices	Challenges
	Monitoring gender as a transversal topic	Availability of data	Qualitative data collection, often only quantitative data and interpretation
	ARI, performance indicators	ICT (smart phone) for data collection	Sex-disaggregation
	Reliability and quality of data, comparability of data, realistic indicators	Good M&R Plan	Good baseline data, their use and analysis
	Aggregation of qualitative data, aggregation in general		How to measure attitude changes
	Ownership, lack of institutionalisation of M&E	Participatory definitions of variables	Participatory approaches and methods
			Ownership

In the following **theoretical input on “How to measure change? Monitoring & Reporting on Gender”**, Marianne and Andrea demonstrated what are gender results, how they are measured and what are gender responsive indicators. They also introduced a monitoring plan, an instrument that supports monitoring and reporting.

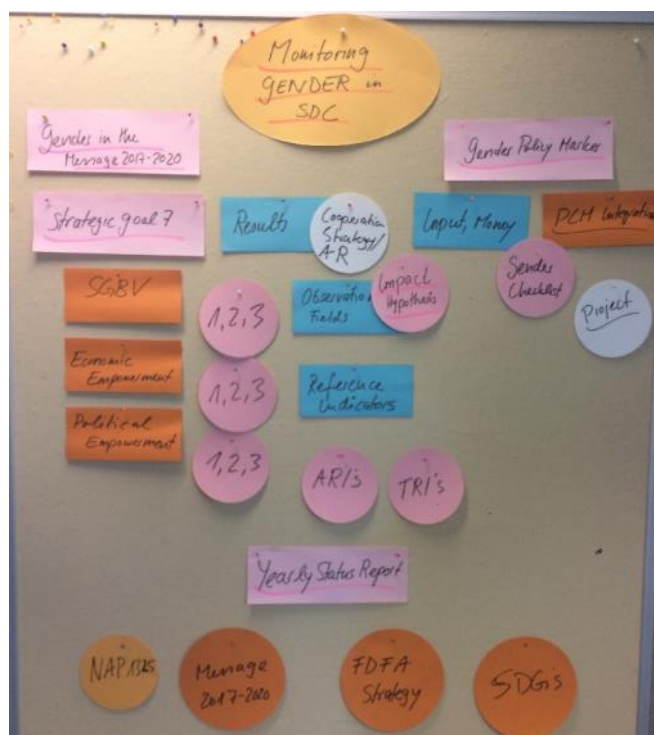
→ [Presentation on How to measure change: Monitoring and Reporting on Gender](#)



IZFG_Input for Learning Day DEZA

In a following short input of Ursula Keller, she demonstrated the **SDC Monitoring and Reporting System**. Policy frameworks (SDG, FDFA strategy, message 2017- 2010, NAP 1325) on different levels and its goals, especially the strategic goal 7, defines the SDC gender priorities: 1. SGBV, 2. Economic Empowerment, 3. Political Empowerment. In these priority areas 10 observations fields and its indicators (including ARIs) measure the SDC gender results. The results are annually reported in the **Annual Status Report on Gender Equality**.

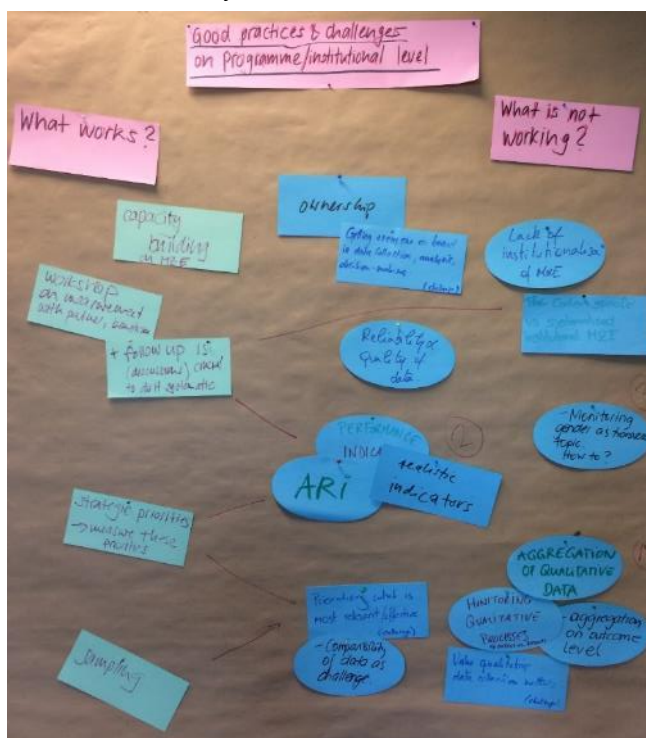
In **three group discussions** participants discussed and exchanged their experiences on the good practices and challenges collected in the first exercise of the afternoon.



Summarised, the key messages of each group are presented:

2.1. Group: Monitoring and reporting of gender as a transversal theme at programme level: Good practices and challenges

The challenges of (1) missing ownership or institutionalization of M&R, (2) the aggregation or comparability of data and (3) the amount of indicators/data, the participating experts address with capacity building on M&R, specific workshops with different stakeholders and following up processes. Strategic priorities help to set what to measure and a sampling process can reduce the number of documents that must be analysed.



2.2. Group: Monitoring and reporting on SGBV projects: good practices and challenges

Two key overarching priorities were identified – do no harm and capacity development

Under **Do No Harm**, the group identified following aspects as good practices/lessons learnt:

- Adapting to and considering local dynamics/culture and perception: what we view as a priority or as a 'success' in our western view does not necessarily reflect local ideas and positions
- Need to 'test' and proof read by local actors/ national staff etc. our outreach materials and strategies; ensure format and terminology is appropriated to target audience
- Do no harm applies not only to survivors/ primary target group, but also local staff and/or partners we engage and collaborate with taking into account potential sensitivity and backlash when tackling GBV in certain contexts and at different levels be it family, community, meso or macro levels
- Need to ensure adequate resources: human, material, time, and financial
- Need to ensure safe spaces: face to face/ peer support, as well consider online/ data protection measures, and personal/ identity security: safeguarding of anonymity when relevant etc.
- Sound evidence base

Under **capacity development**, the group discussed importance of on one hand involving national actors, team members and partners, while on the other hand keeping in mind following determining factors for success:

- Ensuring sound knowledge of local and as relevant regional legal framework
- Recognizing that when working with national collaborators, they themselves behind closed doors in their own personal life setting may be survivors or perpetrators of GBV – we need to consider how to support and capacitate/empower to break those patterns
- Need to develop capacity and strategies to address GBV holistically taking into account different roles and responsibilities of actors at different levels
- Engage champions, male leaders to be advocates/role models
- Network and link relevant local groups and actors to strengthen national institutions, services and framework

2.3. Group: Monitoring and reporting on “unpaid care work” projects: Good practices and challenges

At the beginning of the roundtable the participants were sharing their experiences with measurement of unpaid care work (good practise and challenges). The participants worked out specific key points, which are important for the integration of unpaid care work into the monitoring and evaluation processes: (1) qualitative and quantitative data are needed, (2) the local team needs specific training to collect the data on unpaid care work (3) the questions about unpaid care work have to be translated into local language and (4) the local team needs a trustful relationship with the project participants to collect valid data on unpaid care work.



Furthermore, the participant's discussed the challenges to integrated unpaid care work into the monitoring and evaluations system: (1) the collection of data on unpaid care work is time-consuming, (2) the budget to integrate unpaid care work into the evaluation process is sometimes missing and (3) the project is already running and at the project start data on unpaid care work was not collected.

3. Conclusion / Outlook

The Gender Learning Day gathered more than 40 participants. Participants appreciated the possibility to meet and exchange on different topics. SDC's Gendernet announced that next year another gender learning day shall take place. Preliminary date: **20 September 2018**