Training Report

Workshop on Gender Mainstreaming Strategy for Line Dept.

Workshop on "Gender Mainstreaming Strategy" for Line departments was held on 10th February 2011 at Prabodhini, Amravati. For this Workshop Judith D'souza, Implementation Support Specialist, IFAD was present as Resource Person. Workshop was divided into 3 sessions as follows;

- Basic understanding of gender
- Targeting policy of IFAD, gender framework of IFAD, MDG 3 torch campaign
- CAIM's Gender Mainstreaming Strategy

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In the first session some statements were given and asked participants whether these are related to Gender or Sex to know the basic understanding of the participants. The statements were as follows;

- Women gives birth to babies men don't
- Caring of babies is the responsibility of women because they can breast feed babies
- Men have moustaches
- Women cannot carry heavy loads
- Women are scared of working at night outside their home
- Men's voice break at puberty, women doesn't
- Women are emotional and men are rational
- Most of the women have long hairs & men have short hairs
- Most scientists are men
- Cooking comes naturally to women

On each statement discussion took place on the relevance with gender or sex. And then concept of Gender & Sex was very well explained by the Resource Person.

Afterwards basic concepts of gender were described as follows;

Gender as a social relation

• Gender relations are specific to societies and to historical time

• Gender relations change in response wider changes. They are not fixed for all time

• There are differences among women (and men) -class, caste, religious community, race etc.

• Gender relations is a power relation

Gender Division of Labour

: Simple definition: The allocation of particular tasks to a particular gender

: But it is more complicated because these tasks

: refers to roles and responsibilities

: leads to division of skills

: leads to gender hierarchies

: becomes part of gender identity

: become social rules

: But DIVISIONS OF LABOUR CHANGE!!

Production and Reproduction

: we give our labour to care for others and make sure human beings survive (**reproduction**)

• produce goods and services which are then sold and we get paid (**production**)

What is the result?

: Since women do much of the reproduction tasks

(less value), what they do is undervalued

: They get fewer resources to perform these tasks

: They get fewer benefits

: Gender hierarchies are created

Gender Needs

• Practical gender needs: immediate, tangible needs related to gender roles

• Strategic gender interests: related to improving the relative position of women and men

Access and Control

: Access refers to the ability to use something

: Control is the ability to determine who gets to use something

Violence as a tool of power

• Violence is the failure of social power

• Necessary only when social power fails and people do not behave as expected

• But… violence / threat used more consistently to maintain gender relations – why?

• Violence combined with social power = coercion

• People with less power prevented from challenging structures by the threat of violence

Gender & Development

There are 3 major components

Poverty

Health

Education

Poverty

   Disaggregation of the poor:

• Across the world, women and children represent a disproportionate percentage of the world's poor

   Feminization of poverty

• Growing phenomenon

• Refers to the large and increasing proportions of women in agriculture, casual wage labour and unpaid labour

: *Assetlessness*

• Fewer women than men own assets necessary to earn a living or to offer as collaterals to get loans

Gender differences and poverty

• Gender intersects with economic deprivation to produce **more intensified forms of poverty** for women than men: poor women are disadvantaged by being women as well as by being poor and the effects of poverty are therefore worse

• gender makes poverty **harder to escape** since women face gender bias in markets, barriers to labour market entry and poor access to productive resources including information

Gender differences and poverty

• **Women's experience of poverty is different** to that of men, for example women might experience time poverty as a particularly acute aspect of their deprivation

• Gender makes women **vulnerable to certain processes of poverty** which do not apply to men, for instance, poverty resulting from marital breakdown, death of a spouse, or social exclusion resulting from sexual behaviour considered inappropriate

• Women and men are entitled to their rights but because of systemic discrimination in the definition, interpretation and implementation of women's rights, women do not enjoy their rights which contributes to their poverty and subordinate position to men

Why women are poorer than men

• Time poverty and reduced mobility due to unpaid work and responsibilities for domestic tasks and care of the household members

• Biases in labour markets producing low returns to labour

• lack of access to resources such as credit, property and education, the latter in particular reinforcing women's low returns to labour

Why women are poorer than men

• Lack of control over earned income producing disadvantage within households;

• Limitations on access to 'public' space producing restrictions in access to labour markets, restrictions on mobility;

• Limitations on legitimacy in spaces where resource distribution is negotiated; and

• Limited access to information.

International consensus on development

• Reduce and eliminate poverty

• Stop preventable disease, promote health for all

• Build capacities across the population: support universal literacy and education

• Promotion of women's rights as human rights

IFAD's guiding documents are

: Targeting policy

: Gender mainstreaming framework

: MDG 3 torch campaign

On 4 October 2009, the President of IFAD, received the Torch of MDG 3 from the Danish Minister for Development Cooperation, committing IFAD "to do something extra" to promote gender equality and women's empowerment.

"The programmers and projects that IFAD supports demonstrate that – when their assets and capabilities increase - women can become powerful agents of change in their communities. Women can indeed play critical roles in overcoming rural poverty and hunger. At IFAD we know that without women we will not achieve the First Millennium Development Goal.

That is why gender equality and women's empowerment have always been at the core of IFAD's efforts to reduce rural poverty. "

Afterwards IFAD's Targeting Policy was discussed. Targeting defines the basic steps in designing and implementing a targeting strategy as:

- **gender-sensitive poverty and livelihoods analysis in design, at start-up and during implementation**
- **identification and implementation of a targeting strategy**
- **monitoring and evaluation of targeting performance**

Monitoring and Targeting Performance:

- Does the monitoring system track how different target groups are participating and benefiting? Is it capable of reflecting whether the target groups are benefiting as planned?
- Is it capable of determining whether rural poor women and men are being economically and socially empowered? If so, how have the findings been fed back to project management and how have they responded?
- Is the monitoring system capable of determining whether the targeting performance is good or bad? Has there been any assessment of targeting effectiveness? If so, how have the findings been fed back to project management and how have they responded?
- Do sex-disaggregated data or qualitative information exist on the participation of different categories of people in different project activities? Is there any gender analysis of these data and are the findings being fed back to project management?
- Is the performance of implementing partners and project field staff in terms of outreach to poorer communities and women being monitored? Are the findings being fed back to project management and how have they responded?
- Does the project monitor whether the communities are satisfied with the facilities provided, the performance of service providers, and the use of funds? Is there any community feedback on who is benefiting and by how much? How is this information being channelled back to and used by project decision makers?

Afterwards the concept of Gender Mainstreaming was defined as follows;

- **Gender mainstreaming** is an institutional transformation process that integrates efforts to achieve gender equality into the core of development activities. The approach requires specific consideration of the distinctive implications for men and women of resource allocations, policies, procedures, and institutional norms and structures. It is complementary to activities targeted specifically to women, which are also necessary in many situations.
- A *gender mainstreaming* approach poses significant challenges for effective implementation. In particular, it is a decentralized approach that requires that staff be willing and able to accept responsibility for addressing gender equality and women's empowerment and that there are institutional structures, processes, and incentives in place to support and encourage their efforts. It also needs continuously to identify and address other organizational constraints to effective implementation.

Gender Mainstreaming in IFAD

IFAD pursues a three-pronged strategy for gender mainstreaming and women's empowerment aiming to:

- expand women's economic empowerment through access to and control over fundamental assets;

- strengthen women's decision-making role in community affairs and representation in local institutions; and

- Improve the knowledge and well-being of women and ease women's workloads by facilitating women's access to basic rural services and infrastructures.

KEY FEATURES OF GENDER-SENSITIVE DESIGN AND IMPLEMENTATION

: **i) Gender analysis data**

: the project design document contains – and project implementations based on – gender-disaggregated poverty data and analysis of gender differences in the activities or sectors concerned.

: **ii) Strategic focus**

: Based on the above, the project design report articulates – or the project implements – actions which aim to:

: • Expand women's economic empowerment through access to and control over fundamental assets;

: • Strengthen women's decision-making role in community affairs and representation in local institutions; and

: • Improve women's knowledge and well-being and ease their workloads by facilitating their access to basic rural services and infrastructure.

ii) Operational measures

: The design document describes (and the project/programme implements) operational measures to ensure gender-equitable participation in, and benefit from, project/programme activities. In addition to context-specific measures to be developed case-by-case, these will generally include:

: • Allocating adequate resources to implement the gender strategy;

: • Ensuring and supporting women's active participation in project-related decision-making bodies and committees;

: • Ensuring that project/programme management arrangements (composition of the project management unit/programme coordination unit, project terms of reference, etc.) reflect attention to gender equality and women's empowerment concerns; and

: • Ensuring direct project/programme outreach to women (for example through appropriate numbers and qualification of filed staff) , especially where women's mobility is limited.

Operational systems to promote gender in IFAD

: Checklist for Inclusion of Gender Issues in COSOP formulation (December 2006)

: December 2007, project designers are required to ensure that gender equality and women's empowerment issues are treated under the section on "poverty, social development and targeting" within the Maturity Assessment Template that may be found in Annex 2 of the document.

: IFAD has developed a 'checklist for gender-sensitive design' to support the staff and consultants during the design process.

: The Framework for a Results and Impact Management System (RIMS) for IFAD-supported country programmes (approved by the Board in December 2003)

: The guidelines for supervision and implementation support of projects and programmes funded from IFAD loans and grants issued in June 2008 states that targeting and gender equality is one of the special issues to be treated in the supervision process.

: The template of the Project Status Reports includes under section B2 (Project Implementation progress), ratings and space for comments on the gender equality focus of the project.

: The guidelines for Project Completion states that the evidence of greater gender equality and empowerment of rural poor people should be brought out under the various impact domains

: The results measurement framework for reporting on progress achieved against the IFAD strategic framework 2007-2010 includes "gender equity" as an indicator of impact on poverty among the target group

: The results measurement framework for the Eighth Replenishment Period (2010-2012), approved by the Board in September 2009, tracks IFAD performance- "At the level of outcomes, in line with the principles of engagement under its current Strategic Framework, IFAD will also measure results against: sustainability ,replication and scaling up, and gender equality and women's empowerment. Project performance on gender mainstreaming will be assessed on whether it has integrated women's as well as men's concerns, so that women and men benefit equally and inequality is not perpetuated – another IFAD strategic objective".

: Finally, gender equality and women's empowerment is also treated in independent evaluations done by Independent Office of Evaluation.

Thus Gender is not a WOMAN's issue But a SOCIETAL issue

Third session was started with the CAIM's Gender mainstreaming strategy. The strategy is formulated in two parts i.e. . Organisational level and Programme level. In the Organisational level the Goal, objective, implementation, responsible authority, benefits to staff and responsive HR policy was discussed. In the Programme policy, the targeting and gender, gender integration in the programme component, capacity building of all stakeholders, gender &convergence, asset ownership, microfinance, drudgery reduction, health, domestic violence, advocacy issues etc are discussed.