

Building on the Foundation: Gender Equality

Irene Diaz Soto

Sr. TE- Gender Equality and Economic Empowerment



FERRERO

Welcome and Setting the Stage



Objectives

- Participants can explain why gender is important for Save the Children's work
- Participants can identify key criteria for success
- Participants can outline how to mainstream/embed gender
- An introduction to a gender and power analysis framework and space to engage in an example of current programs/proposals
- An increased understanding of how to mainstream gender equality throughout current/future programs

Community Agreements

Be present

Be kind, non-judgmental. There's no such thing as a silly question

Be curious, open, and respectful

Stories stay; learnings leave

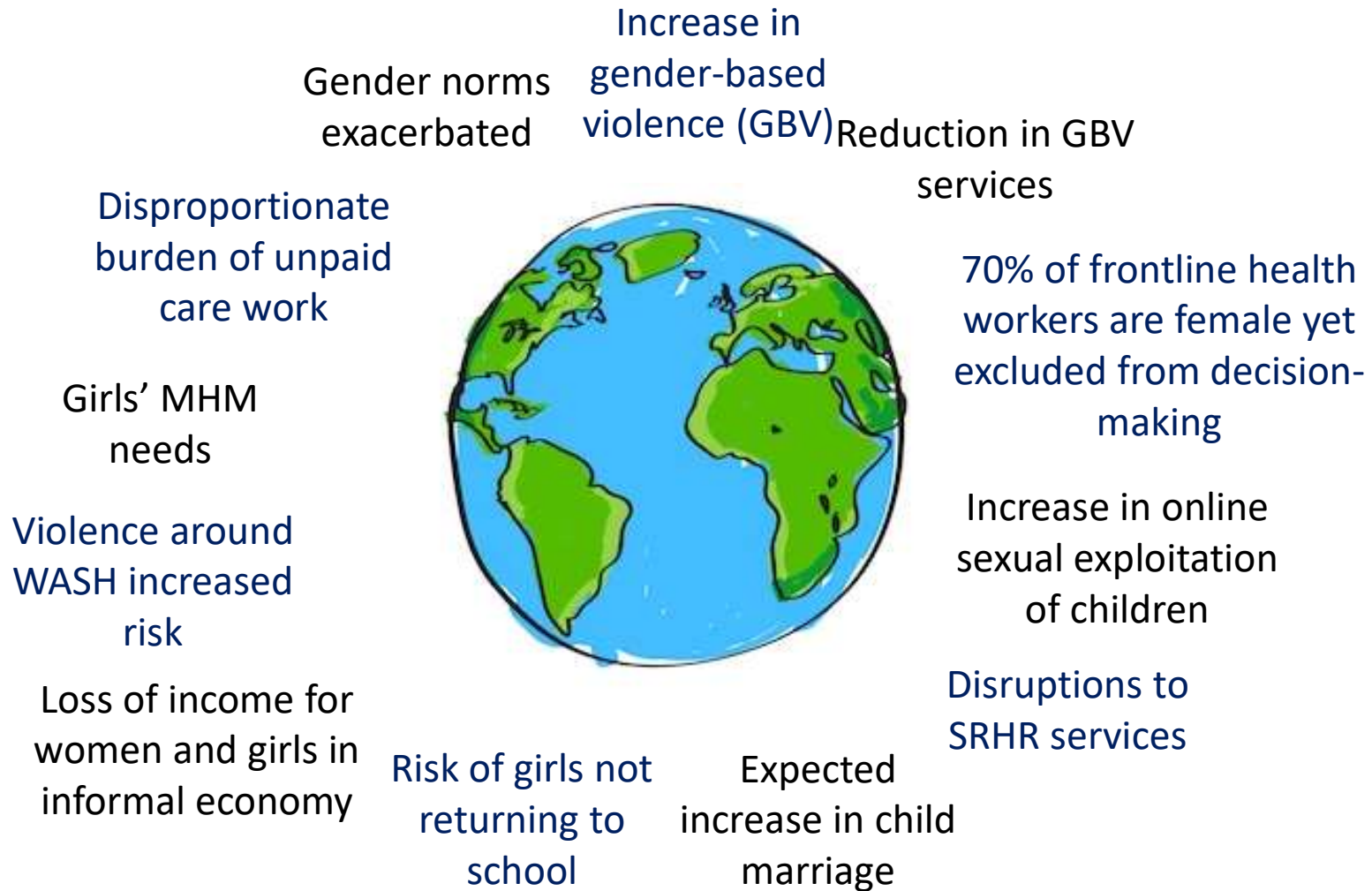
Speak from your own experience

Assume best intentions; attend to impact

Be brave, be vulnerable, be honest

Have fun, take care of yourself

During COVID-19...



What we would like to cover in this session



Why Is Gender Equality Relevant to us? To You?

**(WRITE YOUR ANSWER IN
THE CHAT!)**



Why Gender Equality matters

Gender inequality is a root cause of many barriers to sustainable development around the world, and is an obstacle for fulfilling Save the Children's vision.

Gender inequalities cut across all thematic areas. While contexts and gender roles vary from place to place, inequalities occur everywhere.

SC Global Gender Equality Policy

Partner for Gender Equality

We commit to...

- Enable empowerment of women and girls
- Promote positive and diverse expressions of masculinity
- Work to foster environments that enable gender equality
- Work to eliminate all forms of sexual and gender-based violence
- Ensure that the voices of all those we work with are heard
- Utilise language and images that do not reinforce gender stereotypes
- Consult and partner with gender equality and women's rights
- Ensure that an explicit commitment to gender equality is integrated into all partnership agreements
- Develop evidence of what works to address root causes of gender inequality



Transforming Inequalities, Transforming Lives



- **Vision**
- **Statement and Scope of Principles**
- **6 Guiding Principles**
- **Gender Equality Policy Pillars**

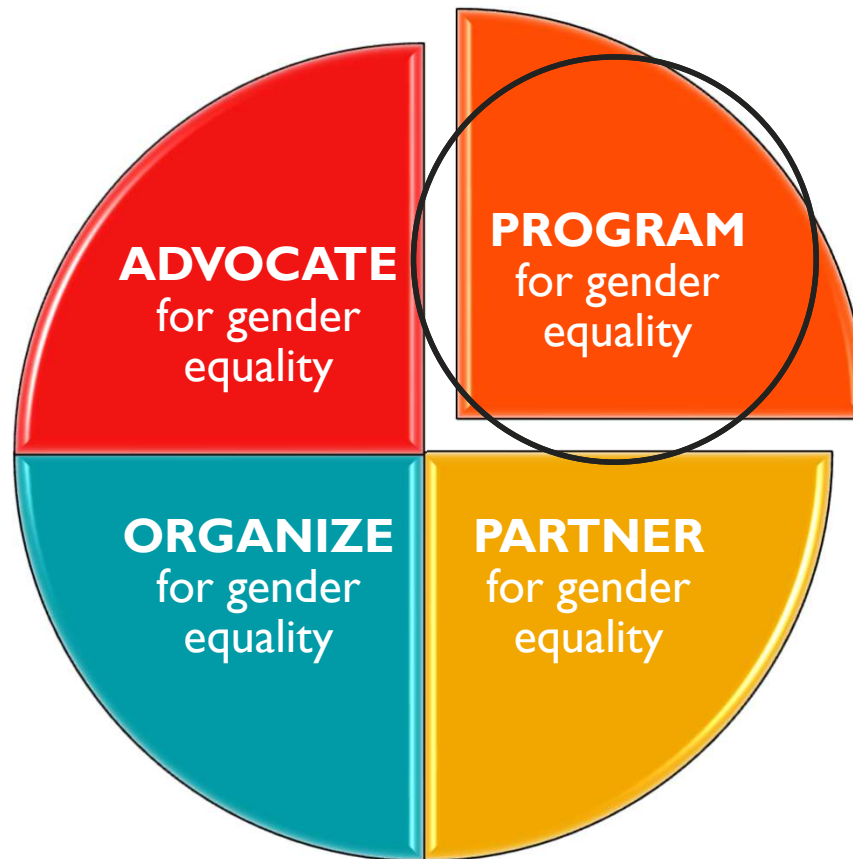
6 Principles for Gender Equality

Save the Children seeks to advance gender equality in all aspects of our work and across our organization, guided by the following six principles:

1. EQUALITY AS A RIGHT
2. ADDRESSING ROOT CAUSES
3. HOLISTIC APPROACHES
4. MEANINGFUL PARTICIPATION
5. INDEPENDENT & CROSS CUTTING
6. COLLABORATION & LEARNING



Gender Equality Policy and Practice Pillars



Gender Mainstreaming

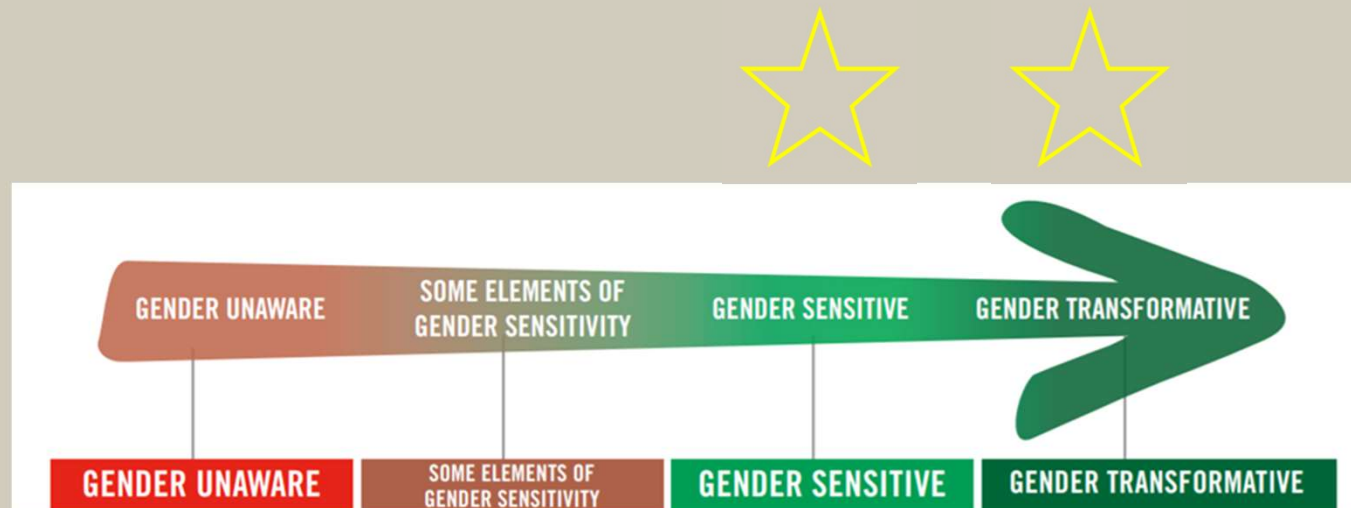
Gender mainstreaming

Gender mainstreaming is:

- The **process** of **assessing the implications** for girls, boys, women, men, and non-binary children and adults of any planned action in all areas and at all levels.
- A **strategy** for making the concerns and experiences of girls, boys, women, men, and non-binary children and adults an **integral dimension of the design, implementation, monitoring, and evaluation of policies and programs.**
- A **means** to ensure that **gender inequality is not perpetuated**, and that girls, boys, women, men, and non-binary children and adults all benefit equitably from interventions.
- An **approach** to achieve gender equality.



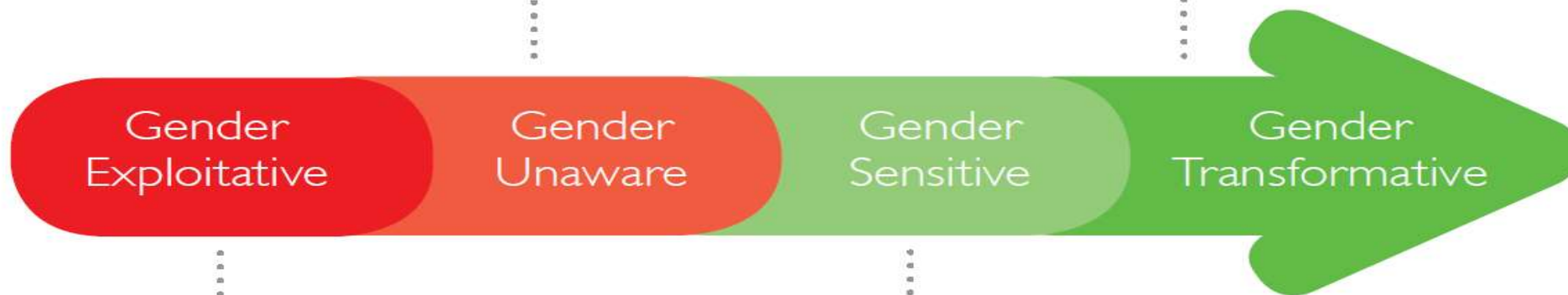
Gender Equality Continuum



All Save the Children programs should be **gender sensitive** at a minimum and **gender transformative** where possible

Not recognising the specific needs, risks, capacities and opportunities of girls, boys, women, or men. May inadvertently reinforce gender inequalities.

Utilize a gender sensitive approach & promote gender equality by positively transform the root causes of gender inequality.



Take advantage of rigid gender norms and existing power imbalances to achieve objectives, but negatively affect gender equality goals & may lead to further exploitation.

MINIMUM STANDARD:
Ensure the different needs, risks, capacities, and opportunities of girls, boys, women, and men are identified and accounted for.

The Gender Equality Marker standards, are to ensure that girls, boys, women and men are able to equitably access, participate in and benefit from our interventions, is at the heart of SC's Principles for Gender Equality and Quality Framework.



3. GENDER EQUALITY CONSIDERATIONS IN THE RESULTS FRAMEWORK/MONITORING & EVALUATION SECTION

This sub-section will help you determine whether gender equality considerations have been meaningfully integrated across the following section of your project proposal: project outcomes, logical frameworks, indicators, M&E/MEAL strategy. **PLEASE NOTE** that the titles of these sections can vary, depending on donors' requirements and project proposal/plan templates.

If your proposal template makes it impossible to include a section, or space to insert information, on results/MEAL please attribute yourself a score of 1 and move to the next section. However, do not forget to come back to this section when you eventually develop an M&E section for the project!

| CHECKLIST | CHECKBOX [✓] | COMMENTS |
|---|--------------------------|----------|
| M&E methodology includes working in gender-safe spaces (e.g. conducting data collection separately with girls, boys, women, and men, and using female enumerators with female stakeholders and male enumerators with male stakeholders). | <input type="checkbox"/> | |
| Targets have been strategically set to close gender gaps (e.g. disproportionate differences between sexes). | <input type="checkbox"/> | |
| The MEAL framework explicitly includes ongoing gender analysis , enabling the identification of gender gaps (e.g. key differences between females and males) and information to appropriately address them. | <input type="checkbox"/> | |
| All quantitative indicators (including baseline and targets) are disaggregated by sex, as well as by age whenever relevant. | <input type="checkbox"/> | |
| The results framework includes qualitative indicator(s) that track changes in knowledge, attitudes, perceptions and behaviours related to gender equality at the outcome level. | <input type="checkbox"/> | |
| Results statements are included in the M&E plan that measure outcomes related to changes in gender equality (e.g. progress towards closing a gender gap or addressing a gender-based barrier). | <input type="checkbox"/> | |
| TOTAL Add up the ticked boxes | 0 | |
| SCORE If you have ticked 4 or more boxes above, your score is 1 . If you have ticked 0, 1, 2 or 3 boxes above, your score is 0 . | 0 | |

4. TECHNICAL AND FINANCIAL RESOURCES FOR GENDER EQUALITY

This sub-section will help you determine whether you have included the necessary technical and financial resources to fully implement the gender equality related components of your project proposal.

If your proposal template makes it impossible to include a section, or space to insert information, on technical and financial resources, please attribute yourself a score of 1 and move to the next section. However, do not forget to come back to this section when you eventually develop a technical and financial resources section for the project!

| CHECKLIST | CHECKBOX [✓] | COMMENTS |
|---|--------------------------|----------|
| <p>The budget included in the project proposal allocates financial resources for the full implementation of the project's gender-related activities. This can either be through:</p> <ul style="list-style-type: none"> Budget lines dedicated to specific gender equality focused activities; and/or, Budget lines dedicated to activities that explicitly include gender equality components (e.g. construction of latrines which will respond to the specific needs of girls and boys). | <input type="checkbox"/> | |
| <p>The project includes budget line(s) dedicated to gender equality technical support during project implementation (e.g. gender equality advisor in the country office, gender equality advisor at member level, gender consultant, etc.)</p> | <input type="checkbox"/> | |
| <p>The project includes budget line(s) dedicated to gender equality training and capacity strengthening for local staff, local partners, beneficiaries and/or key stakeholders</p> | <input type="checkbox"/> | |
| TOTAL Add up the ticked boxes | 0 | |
| SCORE If you have ticked 2 or more boxes above, your score is 1 . If you have ticked 0 or 1 boxes above, your score is 0 . | 0 | |

Asking the right questions in all our work

Who has power?
is represented?
has a voice?
does not?
faces discrimination?
's story is being told?

Why does it happen?

What are the barriers?

What are the consequences?



Mentimeter...



<https://www.menti.com/issow9z6l8>

Intersectionality & Exploring Power Differentials

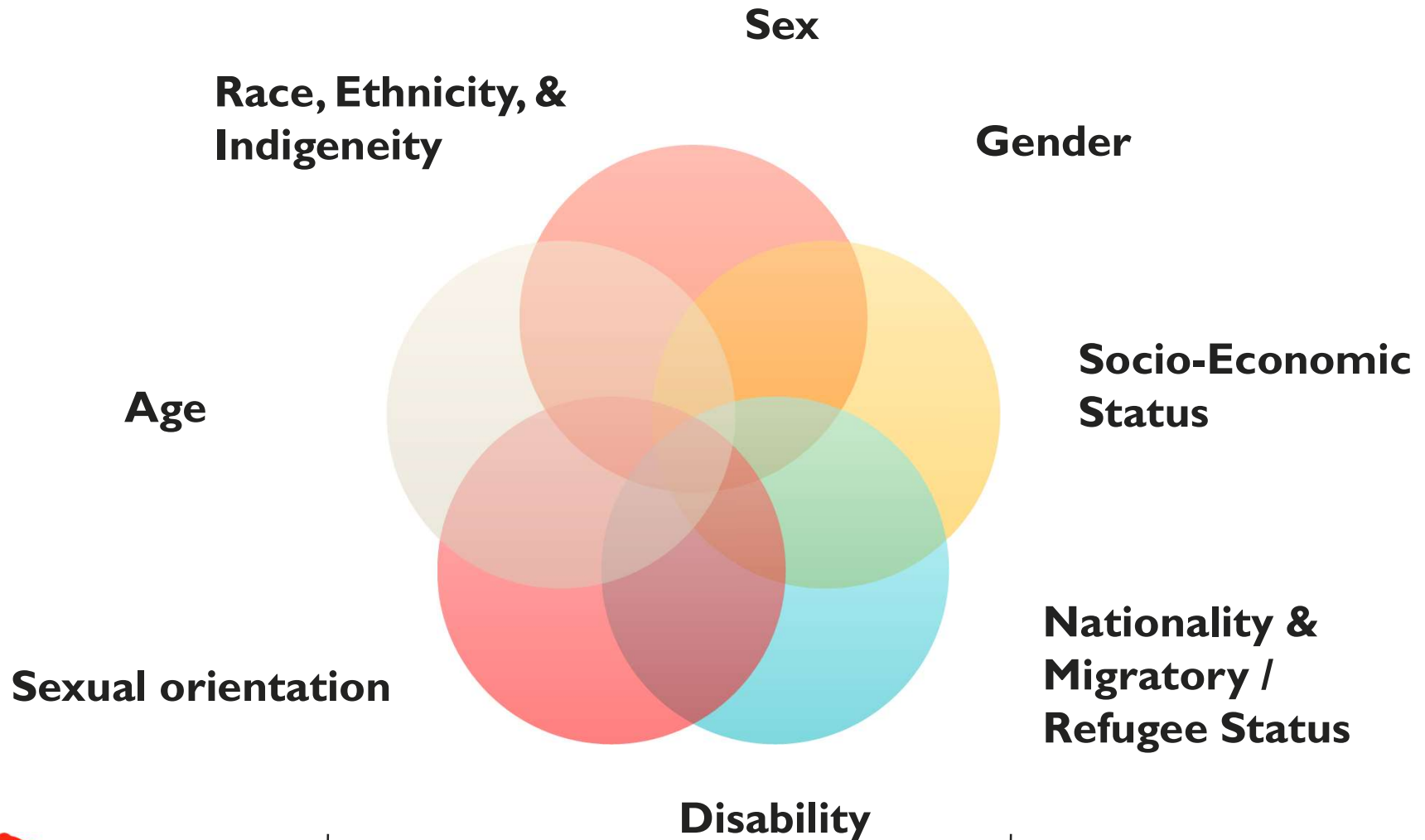
There is no thing as a
single-issue struggle
because we do not
live single-issue lives.

Audre Lorde

WWW.STOREMYPIC.COM

Intersectionality

Video - <https://www.youtube.com/watch?v=w6dnj2lyYjE>



Power Differentials

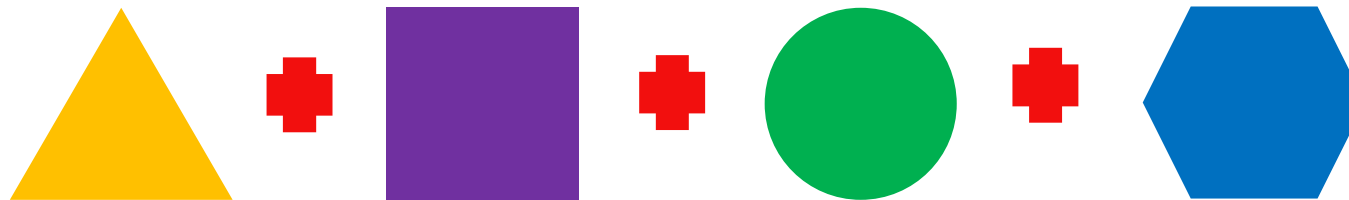
| Power Differentials | Systems of Oppression |
|---|---|
| Sex and Gender | Sexism |
| Sexual Orientation | Heterosexism, homophobia, biphobia |
| Disability | Ableism |
| Nationality and Migratory / Refugee Status | Racism, xenophobia, lack of legal status |
| Race, ethnicity, caste, tribe, or indigenous group | Racism, xenophobia |
| Age | Ageism |
| Socio-economic status | Classism |

Intersectionality

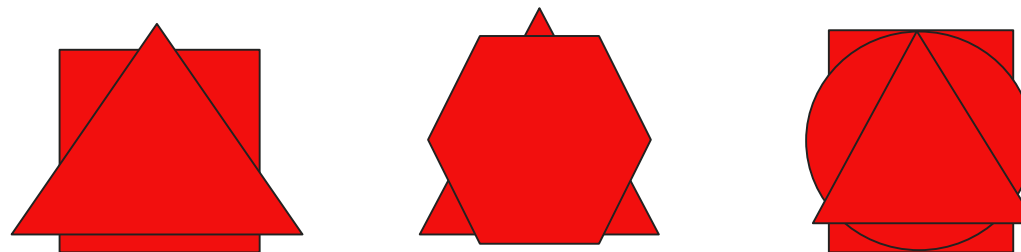
Numerous systems of oppression exist



Intersectionality helps us avoid an additive approach



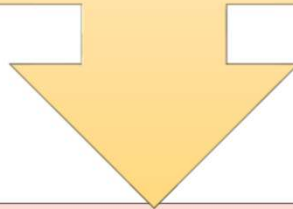
Intersectionality enables us to examine how systems of oppression combine



Gender & Power Analysis

What is a Gender and Power Analysis?

GAP Analysis is a type of **action research** used by development practitioners to **identify, measure, and analyze gender and social inequalities** including gender barriers and risks, unequal power relations, and forms of marginalization and discrimination.



Findings from GAP analyses inform context specific recommendations that enable programs and advocacy work to:

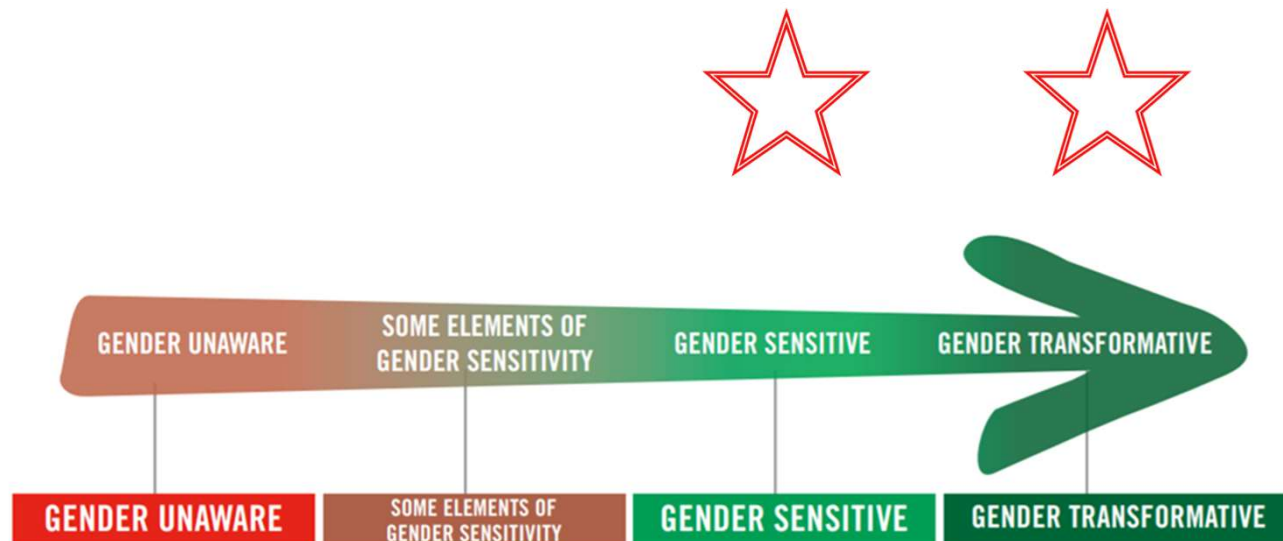
Change processes and activities to **increase equitable access and participation**

Ensure practices and interventions do not cause harm and **mitigate any unintended negative consequences**

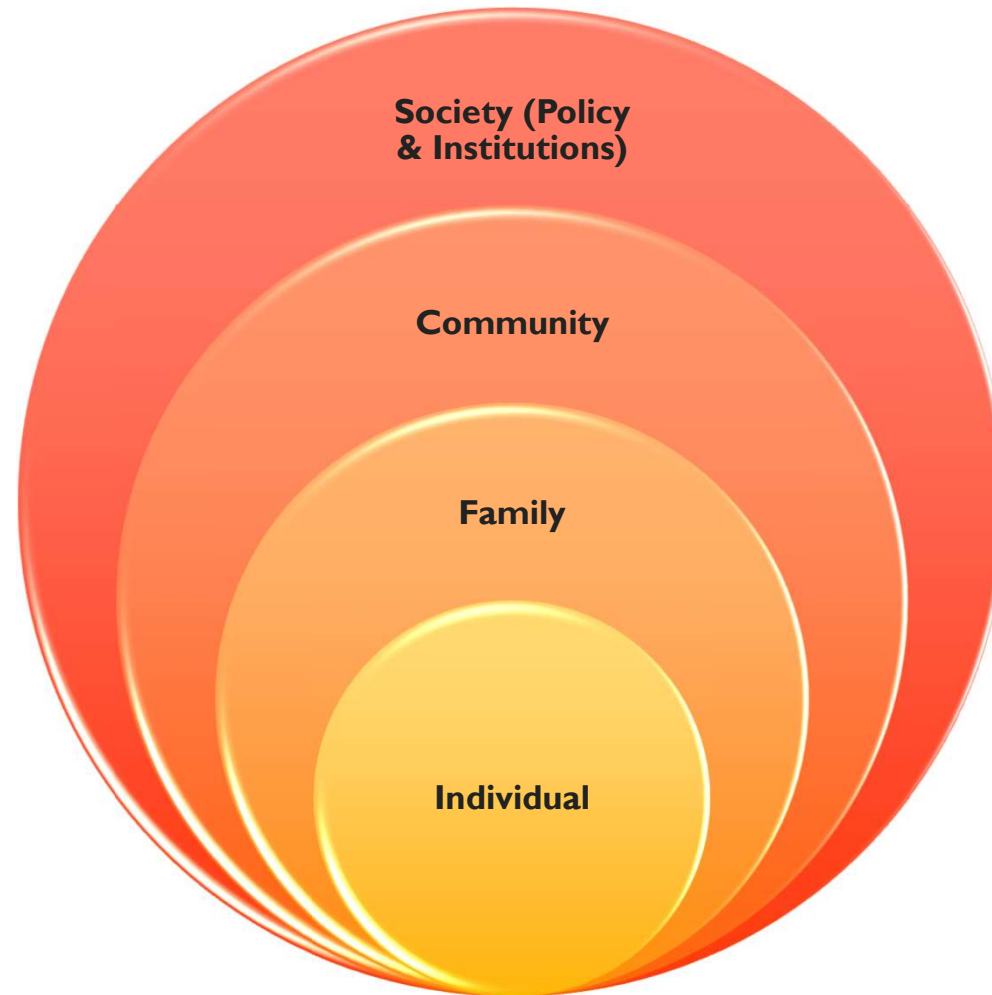
Transform unequal gender and power relations to promote empowerment, equality, social justice and sustainable social change

How can a gender and power analysis be used?

1. To inform **project design, implementation, and MEAL**
2. To **refine and improve integration** of gender and social equality throughout activities so projects can progress along the Gender Equality Continuum



Gender and Power Analysis across the Socio-ecological Model



What Makes SC's GAP Analysis Unique?

G



**GENDER
AND POWER:**

- Intersectional feminist theory & approaches
 - Gender as a critical power differential
 - Systems of oppression overlap
 - Use of feminist methodology
 - Power across socio-ecological model

A



**ACTION FOR
SOCIAL JUSTICE**

- Generate new knowledge & social change
 - Ensure equitable access, participation, & benefit
 - Participatory methods – e.g. youth & child-led
 - Prioritize community members' knowledge & experience
 - Positively transform unequal power relations

P

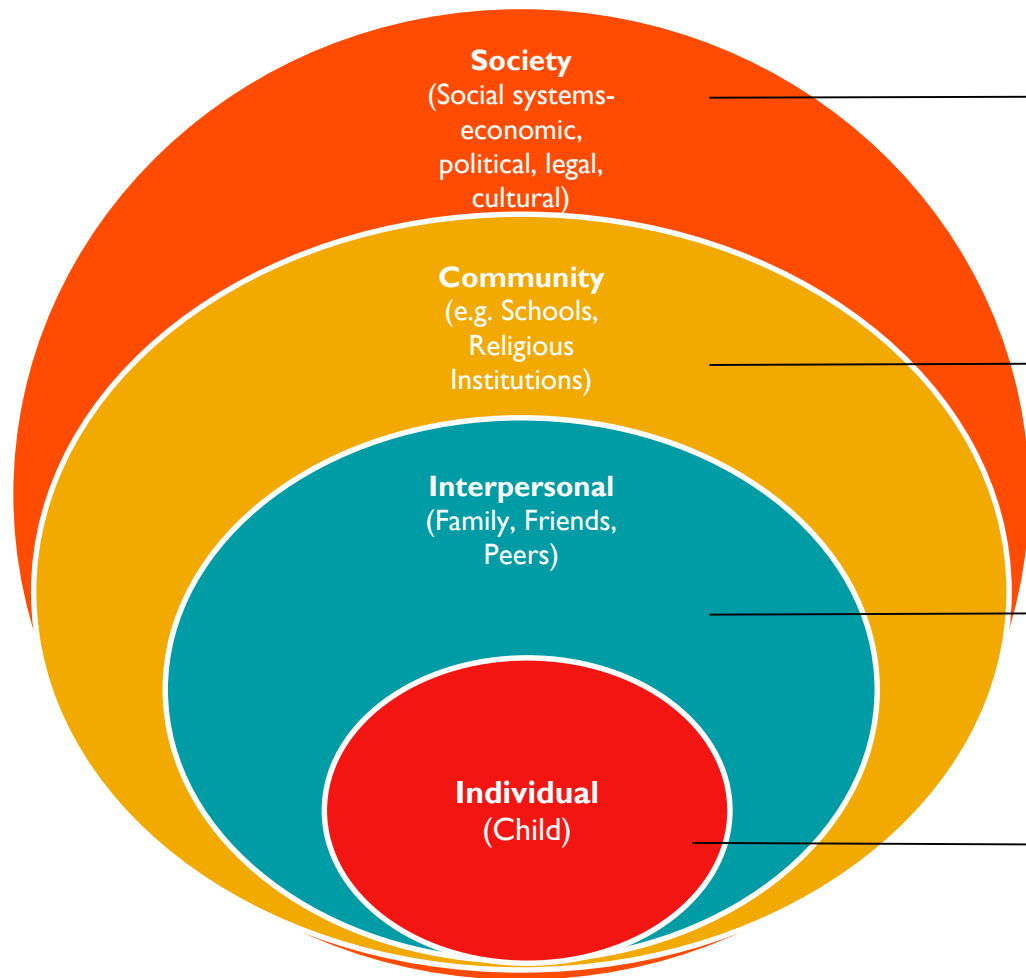


**PARTICIPATION
OF CHILDREN**

- Child-centered approach
 - Respect children as decision makers & uphold their rights
 - Ensure children's safe, meaningful, & equitable participation
 - Inclusive & child-centered methodologies
 - Improve the systems & structures shaping children's lives
 - Ensure duty-bearers fulfil their child rights obligations

What Makes SC's GAP Analysis Unique

Socio-Ecological Model



E.g. How inequality is enshrined in laws and policies, including lack of: protection from gender-based violence, legal recognition of migrants, refugees and internally displaced people, property rights, etc.

E.g. How inequality and discrimination are reinforced on the community level, such as schools, health services, etc.

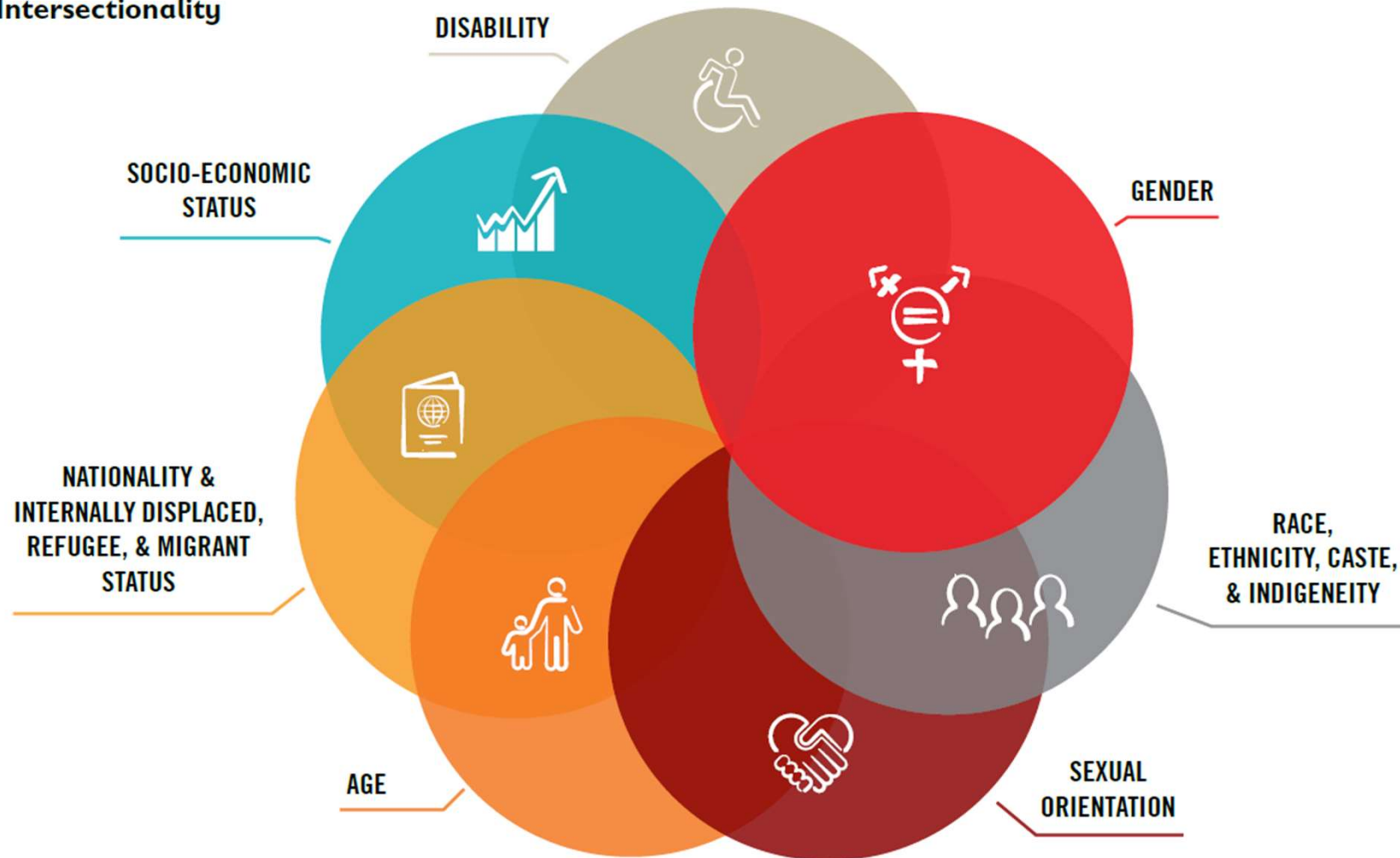
E.g. How family, friends, and peers reinforce unequal gender and social beliefs, norms, practices and expectations through formal and informal networks.

E.g. How gender, age, and other characteristics shape children's self-worth, skills, and knowledge.

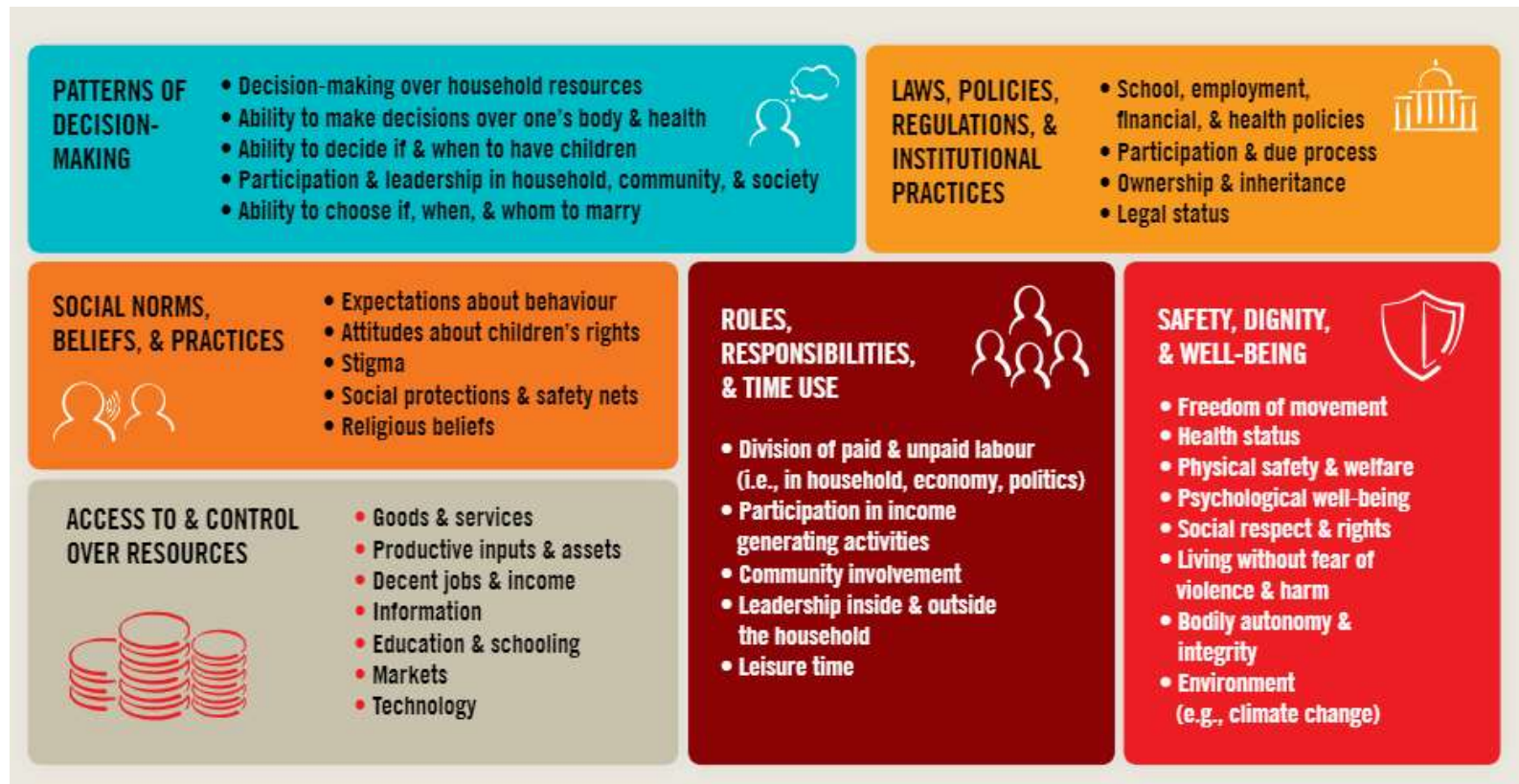
What Makes SC's GAP Analysis Unique

Intersecting Power Differentials

Intersectionality



Assessment domains



Find the full GAP guidance [here](#)

Building the Foundation: Gender Equality

4-2-2022

Case study/example

WORK: NO CHILD'S BUSINESS

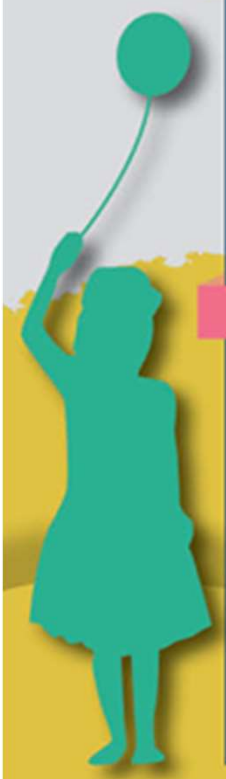
An Alliance of Save the Children, UNICEF and the Stop Child Labour Coalition in India, Ivory Coast, Jordan, Mali, Uganda, Vietnam and the Netherlands.

OUR AIM

Children and youth are free from child labour and enjoy their rights to quality education and (future) decent work.

CHILD LABOUR

152.000.000 children are involved in child labour worldwide. Due to Covid-19 this number increased. Therefore fighting child labour has become even more urgent.



WE TACKLE BOTH THE ROOT CAUSES OF CHILD LABOUR AND THE OBSTACLES TO ITS ELIMINATION

COMMUNITIES



GOVERNMENTS



PRIVATE SECTOR



WNCB Theory of change

Outcome 1

Children are empowered and have improved access to (quality) education and youth employment within a supportive family and community environment

Les enfants ont les moyens de poursuivre une scolarité et de développer leur employabilité (future) dans un environnement familial et communautaire favorable

Outcome 3

The private sector takes full responsibility for preventing and addressing child labour.

Le secteur privé assume l'entière responsabilité de la prévention et de la lutte contre le travail des enfants

Outcome 2

Governments have enforced relevant child-rights based laws and have implemented policies on child labour, education, youth economic empowerment and social security.

Les gouvernements appliquent les lois pertinentes relatives aux droits de l'enfant et mettent en oeuvre des politiques dans les domaines du travail des enfants, de l'éducation de l'autonomisation économique des jeunes et de la sécurité sociale.

Outcome 4

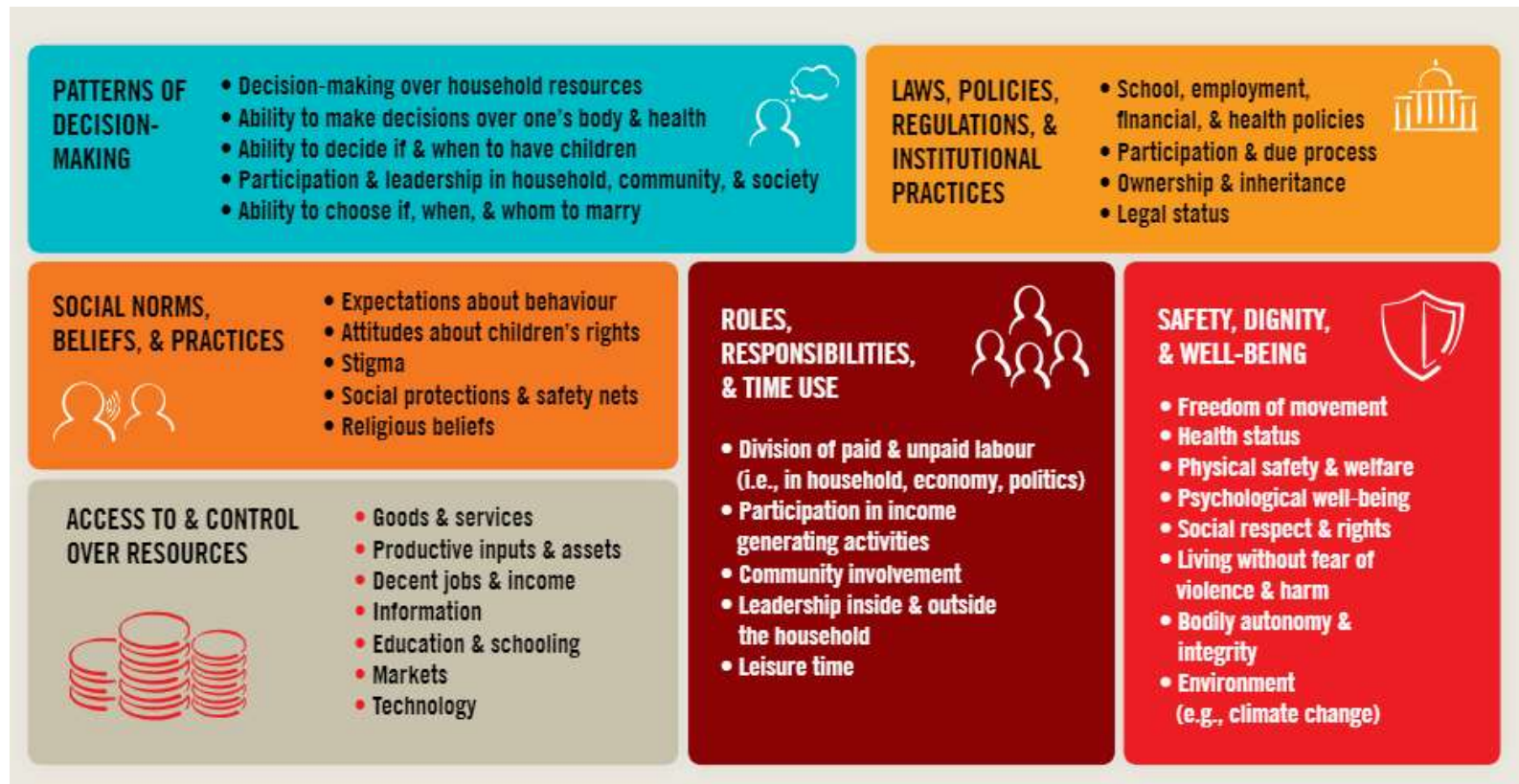
The EU, Dutch government and international organisations act in support of the elimination of child labour and fulfil their obligation by setting and reinforcing due diligence policies and laws

L'UE/le gouvernement néerlandais et les organisations internationales/multilatérales agissent en faveur de l'élimination du travail des enfants et s'acquittent de leur obligation de protection en établissant et en renforçant des politiques et lois en matière de devoir de diligence

FIGURE 5: Overview of sector relevance per country



Assessment domains



Find the full GAP guidance [here](#)

Building the Foundation: Gender Equality



Save the Children



Applying the framework to the WNCB TOC

| WNCB Outcomes | Level of analysis in the Socio-ecological model | Assesment domains |
|---|--|---|
| Outcome 1: <ul style="list-style-type: none"> Supportive Family & community Access to quality education Access to decent work | Individual, interpersonal, community | <ol style="list-style-type: none"> Patterns of decision making Social norms, beliefs and practices Access to & control over resources Laws, policies, regulations & institutional practices Roles, responsibility & time use Dignity, Safety & well-being |
| Outcome 2: <ul style="list-style-type: none"> Governments enforce Child-rights laws | Community, society | |
| Outcome 3: <ul style="list-style-type: none"> Private sector | Community, society including (international) market dimentions | |
| Outcome 4: <ul style="list-style-type: none"> International action | Society | |

WNCB GENDER EQUALITY AND SOCIAL INCLUSION STRATEGY



- Peer work and use of the GEM
- Development of a first GESI strategy and pre assessment
- Gender responsive budgeting at the design stage (HR, training, capacity)
- Ongoing Gender Analysis in all countries (Including the GAP)
- Gender Champion training trajectory
- Identified focal points
- Planned GESI action plans to adapt activities
- Planned GE audits including the GESA *
- Continuous Gender Mainstreaming in all activities *

Communicating



Save the Children

COMMUNICATING FOR GENDER

EQ Practical guidelines for internal and external communications

PILOT

BACKGROUND & HOW THE GENDER GUIDELINES LINK TO THE ETHICAL STORYTELLING GUIDANCE

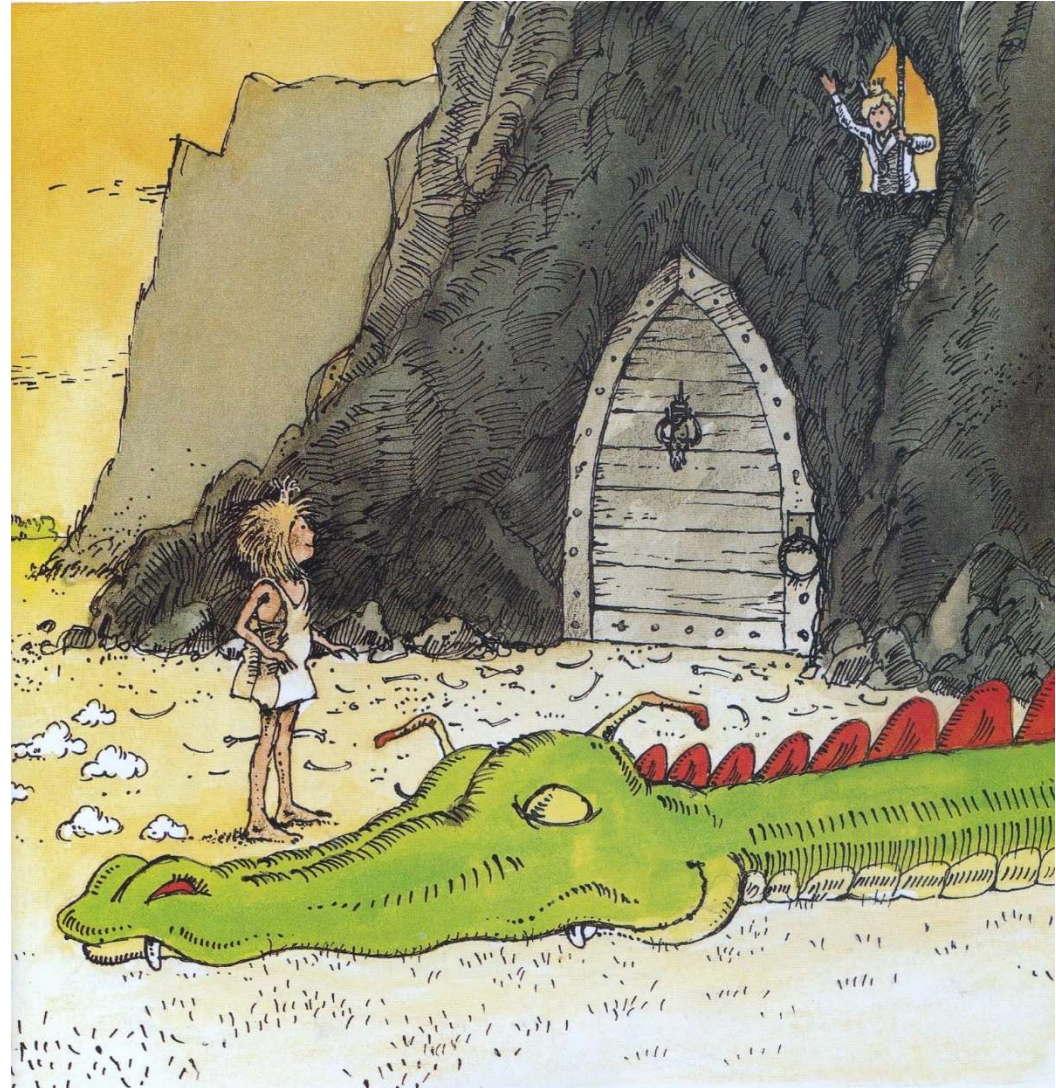
- Developed through the global Gender Equality Technical Working Group for use across the movement.
- Aim: All Save the Children will incorporate them into their work in the way that works best for them.
- SCUK: First steps include sharing them for use by P&P today and incorporated into the Ethical Storytelling Guidelines when they are complete
Storytelling isn't ethical unless it fights (or at least avoids reinforcing) gender inequalities and discrimination.
- The gender guidelines were developed before similar work taking a broader perspective on inclusion started so

The gender guidelines include content on intersectionality

We hope that the eventual Ethical Storytelling guidelines will add more detail in relation to other identities that intersect with gender eg on anti-racist and disability inclusive communication, including examples of good practice.

WHY CREATE GUIDELINES ON COMMUNICATING FOR GE?

The way men, women, boys, girls, and non-binary and gender non-conforming adults and children are represented can limit or expand how children understand the world they live in and what they think they can grow up to be.



WHAT IS INCLUDED?

Chapters

- Defining Save the Children's voice as champions for gender equality – links to brand guidance
- Challenging gender norms
- Empowering communication
- Gender diversity
- Intersectionality
- + Quick tips
- + Good practice egs
- + Key definitions

Aim to:

- Increase confidence in sensitive communication to prevent “chilling effect”
- Increase good practice
- Help think through balance on tricky issues
- Increase available guidance on gender equality

Leveraging Partners to Advance Gender Equality

Partnership Considerations

Consult and partner with gender equality, women's/girls' rights, LGBTQ+ organizations that offer valuable knowledge and insights into gender relations, barriers and opportunities at local and regional levels

Work with networks and organizations that focus on engaging men and boys in gender equality programming and advocacy in new and innovative ways

Partner with government and research institutions to develop evidence of what works to address the root causes of critical gender inequalities faced by girls and by boys

Ensure that an explicit commitment to gender equality is integrated into all partnership agreements

There is no thing as a
single-issue struggle
because we do not
live single-issue lives.

Audre Lorde

WWW.STOREMYPIC.COM

Gender Equality Resources

Gender Equality Marker

- A tool that provides guidance on and measures – at the design stage – whether or not a project proposal/concept note is gender sensitive at a minimum, and gender transformative whenever possible
- Mandatory for Country Offices since 2017 and linked to global Key Performance Indicator

Gender Equality Program Guidance & Toolkit

- Save the Children's self-help guide to gender mainstreaming in projects

Making Gender Equality a Reality (and Annex)

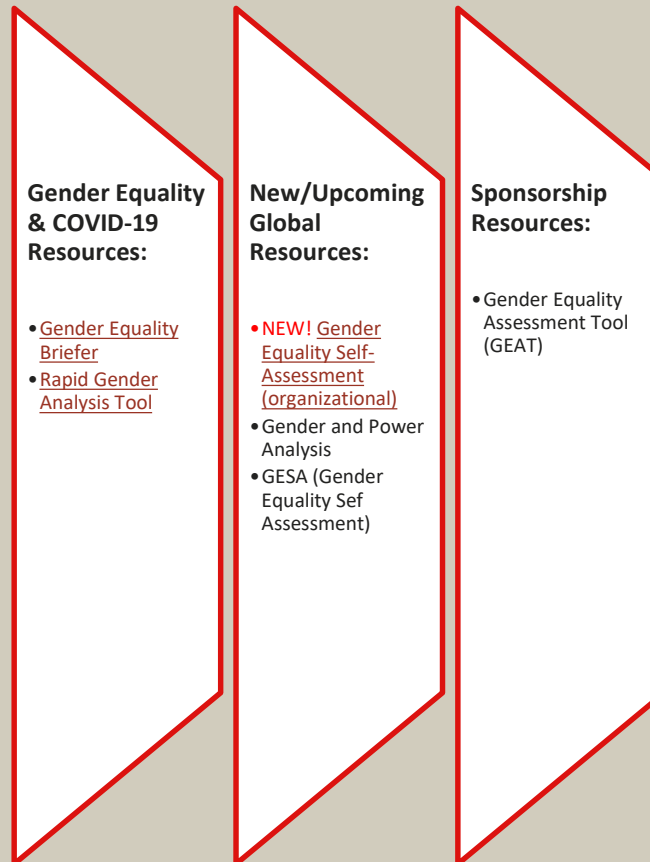
- This guide is intended to answer the question: what does gender-sensitive and gender-transformative programming look like in practice?

Gender Equality eLearning Module

- This foundational, 30-minute course explores critical issues and approaches to address gender discrimination and promote gender equality

Avenues for Engagement:

- Global Gender Equality Community of Practice
- Asia Regional Gender Equality Community of Practice
- Gender Equality Workplace Group



Rapid Evaluation

I'm inspired by ...

I was surprised by ...

I look forward to ...

THANK YOU



Save the Children