REVIEW ON PRACTICES
FOR GENDER MAINSTREAMING

Good practices and lessons from resilience and human rights projects

CAMEROON • ECUADOR • GUATEMALA • MADAGASCAR
Overview of CARE and Review on Gender

Founded in 1945, CARE is one of the world’s largest non-political and non-confessional humanitarian networks. Focusing on the connections between the causes of extreme poverty, CARE develops complementary programs to defend human rights and promote social justice.

CARE’s Gender approach

Societies cannot flourish sustainably when half of their population are unable to fully exercise their rights. Today, however, women are the most vulnerable to poverty and gender minorities face multiple discriminations.

CARE’s approach, which is based on the principle that equality between women and men and between sexes is a fundamental right, revolves around three major focal areas:

DEVELOP THE CAPACITY OF WOMEN TO TAKE ACTION
CARE supports women to understand and affirm their rights, as well as developing their skills and their self-confidence. CARE also facilitates access to resources.

PROMOTE FAIR AND JUST RELATIONSHIPS
CARE supports women to contribute to decisions made within their families and communities and encourage the participation of men for more equality.

CHANGE SOCIAL NORMS AND LEGISLATIONS
CARE involves the whole society – men, companies, institutions and states – in promoting equality. With the assistance of local authorities, CARE supports the adoption and implementation of laws that empower women and all kinds of people to freely exercise their rights.

Gender Review

The review work presented in this document centers on the focal areas in CARE’s gender approach, which are integrated into projects based on two of CARE’s major themes:

RESILIENCE AND RISK REDUCTION: Farimbogna (Madagascar) and PRO-ACT (Cameroon)

HUMAN RIGHTS’ DEFENSE: Women Mayan and Garifuna (Guatemala) and Women with Voice (Ecuador)

The aim of this review is to illustrate how CARE’s gender policy is implemented concretely through the identification and characterization of good practices and lessons learnt. The aim is to draw lessons from integrating the gender approach into projects in order to ensure continuous improvement of practices not only within the network, but also for other organizations and their partners.

In order to align with CARE’s gender strategy and the Gender marker, which is an analysis tool used by the entire CARE network, the review was done based on 5 areas of analysis, covering the 3 pillars presented above:

- Gender analysis and monitoring (axis 1)
- Participation in activities (axis 2)
- Capacity building and leadership (axis 3)
- Change in gender relations (axis 4)
- Advocacy and change in social norms (axis 5)

See map on the right for the location of projects
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PROJECT SHEETS
These sheets briefly present the different projects taken as practical cases for this review and their results, in a context-based approach.

Madagascar: Farimbogna project
Cameroon: Pro-Resilience Action (PRO-ACT) project
Ecuador: Women with voice project
Guatemala: Mayan and Garifuna Women building a dignified life with justice project

GOOD PRACTICES SHEETS
These sheets document some good practices identified in the projects in each of the axis of analysis. On the back, one of the practices is detailed.

Axis 1: Gender analysis and monitoring (Cameroon and Madagascar)
Axis 2: Participation (Cameroon and Madagascar)
Axis 3a: Capacity building and leadership (Cameroon and Madagascar)
Axis 3b: Capacity building and leadership (Ecuador and Guatemala)
Axis 4: Change in gender relations (Ecuador and Guatemala)
Axis 5: Advocacy and change in social norms (Ecuador and Guatemala)

LEARNINGS SHEETS
These sheets reflect the good practices identified but enrich the analysis with lessons learned along with advices for the implementation of these practices in other projects.

Axis 1: Gender analysis and monitoring (all countries)
Axis 2: Participation (all countries)
Axis 3: Capacity building and leadership (all countries)
Axis 4: Change in gender relations (all countries)
Axis 5: Advocacy and change in social norms (all countries)
Strengthening the resilience of the most vulnerable communities in Madagascar through inclusive disaster risk reduction actions.

CARE has been in Madagascar since 1992. Natural disaster risk reduction programmes are implemented through contingency plans and the construction of more sustainable infrastructure.

PROJECT SUMMARY

All 85 Fokontany in 17 municipalities of the 3 districts targeted by the action are exposed to cyclones, and 60 to 90% of these municipalities to floods. Vulnerability factors include socio-economic and environmental factors.

General Objective: Contribute to the development of an inclusive and integrated mechanism for disaster risk reduction in Madagascar.

Specific Objective: Strengthen communities and institutions capacities in disaster risk reduction (DDR) while integrating an inclusive, gender-sensitive and multi-risk approach in the 3 districts of the east coast of Madagascar.

Overall Outcome: By the end of the project, 82% of the most vulnerable populations in risk areas have increased their knowledge, understanding and practices in the field of disaster risk reduction by 24%.

KEY ACTIVITIES

- Analytical studies on the strengths and weaknesses of the existing early warning systems in targeted villages, while adapting risk and vulnerability analysis tools by conducting inclusive analyses; development of Disaster Risk Reduction (DRR) plans.
- Capacity building on risk reduction for the most vulnerable groups as well as strengthening the sustainability of the organizations.
- Supporting structures involved in the implementation of the simulation exercise (SIMEX), to prepare populations to cope with disasters.
- Establishment and boosting of Village Savings and Loan Associations (VSLAs) to strengthen the resilience of the most vulnerable populations, study on the cash transfer mechanism for the most vulnerable groups.
- Awareness-raising in schools of children and leaders to ensure that schools are integrated in disaster preparedness strategies and plans.
- Training of CARE, HI teams and other local partners on disaster risk reduction.
RESULTS AND IMPACT

The Farimbagna project has enabled 15,822 people to increase their incomes through the development of Income Generating Activities (IGA), along with a social security mechanism. More than 5,800 people participated in activities improving their capacity to cope with external shocks or pressures.

CARE and Humanity & Inclusion teams were trained on inclusive Disaster Risk Reduction (DDR) and emergency response. A rapid response team has been identified.

106 DRR Committees established or revitalized

2,006 Local relief committee members
59% of men,
41% of women,
17% of elderly people,
7% of disabled persons

111 VSLAs supported, including 2,572 members, 66% of whom are women

15,822 people have increased their incomes

Melanie was born with a disability in her lower limbs. In the past, she and her children were frightened as soon as the hurricanes arrived. They did not have the financial means to prepare for this long period of the year. For this reason, she and her husband decided to join a VSLA. This new structure enables them to save money.
CAMEROON
Pro-Resilience Action (PRO-ACT)

Strengthening resilience capacity and improving food security in Adamaoua and in the East.

The PRO-ACT project is implemented by a consortium of partners comprising Action Against Hunger, CARE, French Red Cross and Solidarités International. The Consortium is led by Premiere Urgence International. CARE International was in charge of integrating gender aspects into the project.

CARE International has been working in Cameroon since 1978 and has been facilitating, training and supporting local actors and communities to improve governance and address climate hazards and socio-economic challenges.

PROJECT SUMMARY

The mass arrival and settlement of refugees from the Central African Republic (CAR) in eastern Cameroon has put a lot of pressure on natural resources, especially on arable lands, grazing lands and water.

Overall Objective: Reduce food and nutrition insecurity by addressing the root causes of vulnerability and reducing the negative impacts of pressures and shocks.

Specific Objectives:

- Strengthen the capacity of people affected by food security to prepare, cope with and recover from shocks.
- Strengthen the response and management capacities of public institutions and private organizations in order to moderate the impact of shocks and reduce the frequency of their translation into food crises.

Overall Results: 89% of women aged 15-49 have achieved an acceptable food diversity index

45% of the target population is considered food secure according to the approach for reporting food security indicators (CARI)

KEY ACTIVITIES

- Resilient and sustainable agroecological production’s support to producers and breeders
- Provision of land for refugees and vulnerable people from the host community, through advocacy for better access to land
- Sensitization on nutrition and food diversification
- Boosting Income Generating Activities on the conservation, processing and marketing of the cassava and peanut sectors.
- Structuring of producer groups and Village Savings and Loan Associations (VSLAs) for access to informal savings and loans services.
- Improvement of access to drinking water through the construction of boreholes and the support for the management of water points.
- Support to municipalities and government services for monitoring their rural development and strengthening resilience mechanisms.
RESULTS AND IMPACT

The PRO-Act project strengthened the capacity of 9 municipalities to monitor their rural development and strengthen resilience structures. The gender analysis conducted at the beginning of the project helped the teams to redirect activities to address power dynamics and identified inequalities and risks. In particular, literacy activities have been included in the project for VSLA members, benefiting the majority of women and refugees.

59,965 people were sensitized through mass, group and individual sensitizations, on prevention and reduction methods, and management of agro-pastoral conflicts. This contributed to strengthen the cohesion between refugee populations and host populations.

761 People supported to set up Income Generating Activities, 39% of whom are women

422 VSLAs supported, including 16,045 members, 47% of whom are women

2,233 Producers supported in agroecological production, 39% of whom are women

854 Hectares made available to refugees and vulnerable persons, 39% of whom are women

122,518 People sensitized on nutrition and food diversity, 25% of whom are men

« The fact that we participate in meetings together, manage money together and bring « solidarity » to members in difficulty, made us work together outside meetings. There is harmony between the host and the refugee populations. »

Alphonse NDINGA ZODO, Secretary of mixed VSLA of Aboboutila « Nu Kpok I », Garoua Boulai, Department of Iom & Djérem
Local and national agreements for generating work agendas, restoration of rights, and prevention of violence against women.

CARE has been working in Ecuador since 1962 implementing programs with local organizations in eight provinces of the country. CARE Ecuador has an important track record of working on gender and women’s rights. These are key issues in its strategic plan, including cooperation with local authorities to promote systemic changes. CARE Ecuador developed the “Women with Voice” project with the initial support of the ACDemocracia partner in the first year, and Scalabrinian Mission during the second year of the project.

PROJECT SUMMARY

In Ecuador, six out of ten women experience gender-based violence, one of every four women experiences sexual violence. Psychological violence is the most recurrent form of gender-based violence (53.9%), and the most difficult to prove in legal proceedings. Conditions of vulnerability increase when women or the LGBTI+ population belong to a village or nationality: the highest percentage of women who have experienced some type of gender-based violence is concentrated among indigenous women (59.3%), and Afro-Ecuadorian women (55.3%).

General Objective: Contribute to the exercise of women’s rights in their diversity, to gender equality, and to the prevention of violence through empowerment and resilience.

Specific Objective: Implement local and national mechanisms for participation, social control, and institutional strengthening from the generation of leaderships that guarantee the rights of girls and women from their diversity.

Global Results: In January 2019, 841,161 women and men developed skills to promote advocacy and social control mechanisms.

KEY ACTIVITIES

➜ Formulation and approval of regulations for the protection of women’s rights and prevention of gender-based violence.

➜ Implementation of training processes for women leaders of Civil Society Organizations (CSOs) in partnership with universities, to improve advocacy for women’s rights policies, with an emphasis on violence prevention and resilience.

➜ Elaboration of local and national advocacy plans.

➜ Training and awareness-raising of students on the prevention of gender-based violence.

➜ Development of prevention plans for the creation of violence-free spaces in public and private Higher Education institutions.

➜ Establishment of territorial observatories to monitor the implementation of public policies to prevent gender-based violence against women.

➜ Conduct participatory research to support advocacy arguments.

➜ Participation in the preparation of an alternative national report for the Convention on the Elimination of all forms of Discrimination against Women (CEDAW).
RESULTS AND IMPACT

Throughout the project’s life, Ecuador experienced significant changes in national regulations: The Comprehensive Organic Law for the Prevention and Eradication of Gender-Based Violence Against Women was approved on February 5, 2018. In this context, the project achieved significant results:

- Approval of 6 cantonal ordinances to prevent gender-based violence;
- Establishment of 3 cantonal gender-based violence observatories reinforced by studies and research on the theme;
- Construction of a protocol proposal to be implemented in 100% of public and private Higher Education Schools.

35 Local organizations and 1 national organization strengthened their advocacy capacities.

47,038 People reached at the level of Higher Education Schools.

38,914 People covered by citizen ordinances and observatories.

685,472 People trained to promote social control mechanisms.

6 approved cantonal ordinances.
CARE has been present in Guatemala since 1959, and has since constructed a vast professional network with public and private sector organizations. CARE’s work has gradually focused on a new strategic and programmatic vision to help reduce the existing levels of poverty, inequity, discrimination and violence in Guatemala, and strengthen democracy, social justice, and the exercise of individual rights and groups of women, indigenous peoples, and young people as main focus.

Within its program “Rights of Indigenous and Native Women”, CARE supports the Tz’ūnunijá movement which implements the “Mayan and Garífuna Women” project.

PROJECT SUMMARY

The Project promoted and generated training, information, organization, articulation, and advocacy processes that have allowed discussion and reflection of aspects related to: Violence against indigenous women, state weakness, particularly in the Judicial System, in the comprehensive care of indigenous women victims-survivors of violence, promoting conditions for the comprehensive care of indigenous women in access to justice, and in the defense of their individual and collective rights.

General Objective: Promote the free exercise of individual and collective rights of Mayan and Garífuna women, supporting their recognition by the State and Guatemalan society.

Specific Objective: Strengthen the capacities of 20 Mayan and Garífuna women organizations in the departments of Quiché and Izabal, in order for them to use their technical and political skills and establish mechanisms to encourage the promotion, defense, and exercise of their individual and collective rights, as well as those of their communities.

Global Result: More than 70% of Mayan and Garífuna women have strengthened their capacities in legal and psychosocial support of cases.

Izabal and Quiché departments
320,153 euros
European Union
Feb. 2016 - July 2018
30,000 women & men

KEY ACTIVITIES

➔ Training workshops on technical-legal issues for Mayan and Garífuna women rights defenders
➔ Workshops on healing and psychosocial learning for Mayan and Garífuna women rights defenders
➔ Baseline sistematization on the situation of Mayan and Garífuna women
➔ Organization of a communication campaign (radio spots, forums, printed matter) aimed at justice officials
➔ Support for legal, administrative and/or psychosocial cases by defenders and / or lawyers
➔ Creation of a support fund for women victims of violence to facilitate their legal and medical appointments
➔ Review the model of care for Garífuna and Mayan women
➔ Creation and strengthening of networks and/or alliances
RESULTS AND IMPACT

The project has contributed to strengthen the capacities of women defenders to support cases. It has also strengthened the dialogue with the prosecution and other justice officials. A cooperation agreement has been signed between the Public Ministry and the Tz’ununija ‘Movement. The Movement cohesion has been strengthened, and its positioning and incidence increased. At the individual level, changes are observed regarding leadership and empowerment of women defenders and young women.

25 strengthened Indigenous women’s organization

1 Communication campaign
to inform and educate about the role of Mayan and Garifuna women rights defenders

20 Women participating in legal training workshops and healing workshops

47 Cases handled and accompanied by women rights defenders and/or lawyers

Photos: © CARE
ISSUES

Explore the different gender roles and relations in the project or program’s target area and identify the ways in which they create specific needs, risks and inequalities for different population groups. With this information, the team can:

- tailor programming to gender norms, roles and relationships to ensure equal access to the project initiatives;
- build on existing roles and relationships to achieve project objectives;
- establish strategies aimed at modifying norms, gender roles and relations to achieve greater equality

Monitor and identify changes, protection risks and needs, unintended results and changes in gender roles and relations for men, women, girls and boys

RESILIENCE PROJECTS

Integration of gender in initial studies or in specific gender studies

Madagascar The baseline terms of reference emphasize the importance of the gender skills of interviewers, include an analysis of power relations and gender structures and take into account the concept of gender in the target sample and in the data disaggregated by gender.

Cameroon The project proposal budgets for an external gender study carried out during the first few months of the project, before the full implementation of activities

Vulnerability analysis to implement an inclusive approach

Madagascar Vulnerability mapping is developed in a participatory manner to define inclusion strategies based on vulnerabilities (especially those related to gender).

Use of the Gender marker (marker created and used by CARE International members)

Madagascar The gender marker is used, at the initial stages of the project to revise the proposal (‘do no harm’, at the least), and also during the project, by the Gender unit and by the field team, to strategically redirect the project with regards to gender (e.g. targeting vulnerable women, female heads of households, disabled people...).

Internal monitoring visits with a focus on gender

Cameroon Gender is included in the agenda of monthly meetings of project teams (NGOs and CSO members of the consortium), facilitated by the Gender focal point for a more accurate analysis of the participation of women and men in activities. Various tools facilitate the collection of data disaggregated by gender, age, status and location: attendance sheets, questionnaires, home visits and focal points in the villages.

Madagascar The gender focal points visit the project in order to observe visible changes and discuss changes, protection risks and needs with teams and participants.

Collection of testimonies

Madagascar Testimonies are gathered during the last quarter of the project to identify important changes in the lives of participants and monitor the evolution of risks of violence and protection needs.
POURPOSE OF THE PRACTICE

- Evaluate the levels of risk incurred by each household through an inventory of assets and a head count, the identification of vulnerability factors and levels and extent of exposure, to adapt responses to specific needs and facilitate inclusive participation.

METHOD AND APPROACH:

- Development of a database accepted by the community through the inventory of assets and a head count, analysis of the vulnerability factors and the levels of risk incurred by each household.
- Defining the threshold of the « most vulnerable » with the support of the community and validation by the authorities.
- Updating information, at least once a year, two months before cyclone season.

TOOLS

- Participatory diagnosis in fokontany (local communities)
  
  How?
  1. Community meetings; identification of key informants, interviews (community leaders, local and traditional authorities).
  2. Development of a village map

  Results:
  1. Creation of an Excel database of people and households (age, sex, disability, size of household, geographic distribution, housing, situation on the identified elements.)

- Risk and Vulnerability Analysis
  
  How?
  1. Community workshops with representative and inclusive focus groups to identify risks by gender category. Sharing to complete and validate data. Use of a daily clock and a seasonal calendar to clearly identify risks. Development of a risk matrix by placing the « hazard » symbol on the village map to locate these risks in each zone and for each population category. Use of transects and Venn diagram.
  2. Updating the database and defining the vulnerability threshold (varies according to sex).

  Results:
  1. Identification of threatening hazards (cyclone, flood, and others) and vulnerability factors.
  2. Identification of the levels of exposure of households to hazards. Identification of the most vulnerable people and their specific needs. Social mapping indicating vulnerabilities in families, villages, municipalities.

ADVANTAGES OF VULNERABILITY MAPPING IN ADDRESSING GENDER ISSUES

- Awareness of each household about their risk factors and degrees of vulnerability.
- Identification by the authorities of the most vulnerable households to assist, as a priority (including female household heads, pregnant women or women with young children, disabled persons...)
- Identification of two-person teams or pairs so that one person will be responsible for monitoring a vulnerable neighbor in case of a disaster.

LESSONS FOR OTHER PROJECTS

- Identifying different vulnerabilities and implementing an inclusive approach facilitate the targeting and the participation of women in project activities (without necessarily referring to a gender approach)
- The focus on female heads of household is important but other factors must also be taken into consideration to better evaluate the vulnerability of a household (disability, housing, access to information, economic resources)
Good Practices

ISSUES

Facilitate activities, structures or mechanisms to guarantee project participants:

- A meaningful participation i.e. real opportunities for marginalized groups to participate, ensuring that these groups have the necessary confidence to express themselves and believe that others will listen to their points of view
- Transparency in the sharing of information with all project participants
- Involvement of all project participants in decision-making
- Sensitive feedback mechanisms to report complaints or other comments

RESILIENCE PROJECTS

Mixed-gender recruitment in project teams

Cameroon Gender parity was sought among the staff of NGOs and CSOs (local partners) and among facilitators (community mobilizers) to ensure participation of certain refugee women who cannot participate in activities in the presence of men due to social and religious norms. Some female literacy facilitators were recruited despite challenges (skills that are rare locally and the administrative constraints of securing an identity card).

Sensitization in places that women frequent and home visits

Madagascar Sensitization at the start of the project was carried out in various places including places frequented by women (health centers during children weighing) and individual visits to families to encourage them to participate. Throughout the project, places and times where and when women were available were taken into consideration to facilitate their participation.

Cameroon Information on the project was shared with households, and a male household head volunteer was identified in each village to support traditional leaders in mobilizing families. Sensitization on the importance of women’s education and on the division of domestic chores within households was conducted to reduce the reluctance of men and their relatives towards the participation of women in activities.

Targeting

Cameroon Participants (men or women) were selected for activities not traditionally done by either women or men to increase gender parity, even though some activities are still very gendered as social norms influence behaviors. A bias in favor of households with a woman head was carried out for certain distributions, and the diversity of social groups (local/refugee population) was taken into account.

Planned activities with both mixed-gender and single-gender groups to maximize participation

Cameroon Certain activities were organized in mixed or single-gender groups, as appropriate, with the aim to overcome social constraints and achieve greater impact.

Support of partners and local authorities aiming at inclusion to facilitate the participation of all

Madagascar Training and sensitization on inclusion were organized for partners, local and education authorities, advocating for a greater diversity and representation of previously excluded groups. Training of trainers programs were aimed at amplifying the impact. The partners were supported to effectively integrate inclusion in their action plans, and to better address their specific needs. Inclusive Information Education Communication (IEC) tools were developed and disseminated to encourage everyone to participate.
**PURPOSE OF THE PRACTICE**

- Maximize the involvement of women and/or men in activities for greater impact.

**METHOD AND APPROACH**

- Establishment of female-only literacy groups (single-gender groups) to allow for the participation of all women, including those whose religious practices or social norms prevent them from speaking in the presence of men.
- Efforts to involve men in awareness-raising activities on water, hygiene and nutrition (mixed-gender groups) to enable better application of lessons within households.

**Stakeholders involved**

- Community mobilizers, traditional leaders, and local facilitators to invite men and women to their specific meeting places (mosque/church for men, health centers for women)
- NGO and CSO project staff (of both sexes), trainers and women literacy instructors (new and specific recruitments for women groups).
- Government services to train new female instructors on the functional literacy methodology, provide them with adequate equipment and overcome administrative difficulties.

**TOOLS**

- Targeting made easier with certain tools, including the daily clock or the seasonal calendar, which were used for analyzing roles and the sharing of daily tasks between women and men as well as the location of meeting places.
- Using vocabulary that encourages men to participate, such as «learning new culinary practices» rather than «cooking»

**ADVANTAGES OF MIXED-GENDER AND SINGLE-GENDER GROUPS IN FACILITATING PARTICIPATION**

- Increased participation of Muslim refugee women in single-gender group activities
- Free speech of women in single-gender groups and better progress in learning
- Empowerment of men and ownership of nutrition issues in mixed-gender groups, which facilitates change in household eating habits.

**LESSONS FOR OTHER PROJECTS**

- It is sometimes strategic to conduct some activities in single-gender groups, to facilitate the participation of both women or men and encourage female participants to speak up. These single-gender spaces can also develop the capacities of female participants so that they can become better involved in mixed-gender groups.
- It can also be strategic to encourage the participation in mixed-gender groups in the various activities to reinforce teamwork and spaces where men and women, as well as girls and boys are made to work together, better understand each other and challenge gender stereotypes.
Good Practices

AXIS 3a

CAPACITY-BUILDING & LEADERSHIP

Good Practices Identified

ISSUES

- Conduct appropriate activities to develop the skills, knowledge, self-confidence and the capacity of women for action to achieve greater gender equality
- Promote and build the leadership of women and girls and their effective participation in decision-making spaces for better access to resources and the defense of their rights.

RESILIENCE PROJECTS

Functional literacy

**Cameroon** Functional literacy classes were organized for women in VSLA groups to learn the Roman alphabet, French and Mathematics. This enables women to develop their independence in economic activities (bargaining in markets, calculating prices...) as well as in regular activities. (managing bank formalities, understanding letters and expiry dates of drugs...). This empowerment also helps women to better express themselves and participate in public spaces and debates.

**Encouraging and supporting women and girls’ leadership**

**Cameroon** Active women in producer groups were targeted as club leaders. They were encouraged to assume responsibility, and to participate in management training, monitoring and leading group dynamics and in some technical training programs. Highlighting and acknowledging their good results enhances their social recognition and develops their self-esteem.

**Madagascar** Teachers were trained on inclusive strategies and active learning for the youth. They were also assisted in establishing after-school clubs on disaster risk management, climate change and inclusion, for both girls and boys. These clubs aim to empower young girls and boys to take action, assume responsibility in school, family, and community and take up leadership roles.

**Training and strengthening of predominantly female organizations and exchange of experiences**

**Madagascar & Cameroon** Continuous training and support was provided for the creation of Village Savings and Loan Associations (VSLAs) with the aim to improve financial inclusion and develop a habit of savings and credit within households. This approach has many impacts in relation to capacity building and leadership.
**FOCUS:** Village Savings and Loans Association (VSLA) for capacity building and leadership

**Madagascar & Cameroon**

**PURPOSE OF THE PRACTICE**
- Emergence of VSLAs for financial inclusion and the capacity building and leadership of women

**METHOD AND APPROACH**
- **SAVINGS:** A VSLA is made up of 15 to 25 members (either exclusively female or at least 75% female) who meet weekly to pool their savings in a locked box.
- **LOAN:** The savings collected allow members to borrow small amounts of money to make a purchase, do an investment or to develop an income-generating activity (IGA). To address constant concerns on accountability, members must first save 10% of the amount they wish to borrow.
- **SHARES:** At the end of the agreed period, the accumulated savings and interest earned on the loans are distributed among the members, in proportion to the amount saved by each.
- **SOLIDARITY:** A portion of the savings is kept in the solidarity fund which is intended for unforeseen events (family/community tragedies, natural disasters).

**TOOLS**

VSL Field Officer Guide, Version 1.06, 11/12/2015, Hugh Allen and Mark Staehle

**ADVANTAGES OF MIXED-GENDER AND SINGLE-GENDER GROUPS IN FACILITATING PARTICIPATION**
- Cultivating a habit of savings and loans, stronger financial inclusion and resilience of women
- Access to and control of financial resources for and by women
- Continuous training to develop IGAs, develop the entrepreneurial mindset of women and consequently, their financial independence
- Developing leadership skills and participation within VSLA and assuming responsibility in other organizations as well as in other governance structures
- Increase self-confidence and pride of members
- Recognition by other stakeholders and institutions at the local and regional level and involvement of members in other organizations, assuming roles and leadership
- Better access to education and health of women as well as children in cases where additional income is used to pay for schooling and health care.

**LESSONS FOR OTHER PROJECTS**
- Training and assisting organizations is challenging for short-term projects because consolidating processes takes time. It may be pertinent to resume and continue training for organizations in the next phase of a project or with a new project in the same territory.
- Taking part in organizations which promote access to revenue (thus challenging traditional power relationships) can lead to jealousies on the part of relatives and violence in the household. Sensitization among relatives is necessary (involvement of men alongside women) to anticipate these risks and mitigate their effects.

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Empower women through individual and collective actions:

- Conduct appropriate activities to develop the skills, knowledge, self-confidence and the capacity of women for action to achieve greater gender equality
- Promote and build the leadership of women and girls and their effective participation in decision-making spaces for better access to resources and the defense of their rights

**ISSUES**

**HUMAN RIGHTS PROJECTS:**

**Development and training of e-learning courses on gender and human rights issues**

**Ecuador** The project has signed agreements with universities to develop e-learning courses for different stakeholders (men and women leaders of social and women’s organizations, justice operators, key institutions, teachers, students), with several training modules (flexibility in supply). Topics addressed: Gender-based violence, regulatory framework, social control. Individual e-learning courses were complemented by face-to-face collective dynamics classes in some areas. The project provided meeting rooms, computers and Internet connection where groups of women, leaders and defenders of human rights could get together in order to follow an e-learning course, or face-to-face workshops (a replication of the virtual course).

**Guatemala** Women rights defenders and their organizations received legal training to know how a defender can support or advice in complaint cases (denunciations, rapes or requests for alimony). They were taught the articles of the law, how to act in legal procedures, collect evidences, and declare themselves a defender of rights. Women lawyers were recruited to advice women supporting judicial-legal cases.

**Ecuador** Healing and psychosocial care workshops for women were held to help them talk about the different forms of violence in their lives (psychological, physical, economic violence, etc.). Remedies were searched to heal and restore the body and soul.

- **FOCUS** on details on the virtual courses on the back

**Ecuador** Self-care workshops were held between groups of women within the social organizations involved in the activities, to share what they have undergone and suffered. These spaces improved reflection, individual and collective self-care, and the creation of tools to provide guidance in daily experiences of gender violence. They strengthened and relieved the participants and aimed at preventing emotional burnout.

**Strengthening the capacities of women’s organizations to reach advocacy**

**Ecuador** Training and support were provided to women leaders for the elaboration of ordinances (process of capacity strengthening itself). They learnt about standards, roles of institutions, how to establish alliances with the media, with the authorities, etc. The project supported the construction of regulations in favor of women’s rights or people of LGTBIQ groups.
PURPOSE OF THE PRACTICE

► Provide psychosocial support and healing tools to women victims of gender-based violence so that they can manage their emotions, heal the damage, and strengthen themselves

METHOD AND APPROACH

Animation of workshops with groups of women, led by a professional taking up an ancestral practice of the indigenous peoples. Replication of the workshops by women to other women.

Workshop content:

► Acknowledgement of one’s own personal situation (acknowledgement of the different types of violence existing in the private sphere, in their life history as a woman and as an indigenous woman)

► Reflection on the effects of the defense of rights in the woman’s body - analysis and reflection on common diseases in women

► Emotion management and healing tools

► Search for treatments based on Western knowledge, but also on the revaluation of indigenous peoples’ tools and use of medicinal plants

TOOLS

Body language and communication as a tool for healing, sorority, and empathy with others

ADVANTAGES OF HEALING WORKSHOPS TO STRENGTHEN WOMEN’S CAPACITIES AND LEADERSHIP

► Women participants are aware of the forms of violence affecting their lives: they gained ability to externalize and talk about what they experience, avoiding being stuck in a cycle of violence.

► Know how to manage emotions, healing of the body and diseases: they gained ability to seek changes in their lives, with their partners, to gain freedom and to assume leadership

LESSONS FOR OTHER PROJECTS

► Healing activities are necessary to allow people who have suffered gender-based violence at different times in their lives or in the history of their community, to get involved in project activities, or to assume leadership.

► The processes that allow sorority and self-care contribute to empower women and strengthen their leadership.
CHANGE IN GENDER RELATIONS

Good Practices Identified

ISSUES

- Accompany people to reflect on social and cultural norms and to consider how unequal power relationships affect their lives
- Implement activities seeking to change harmful gender norms, roles and relations, including gender-based violence

HUMAN RIGHTS PROJECTS:

GOOD PRACTICE

- Develop a prevention and attention protocol to gender-based violence in universities

Ecuador The project coordinated with various stakeholders from different levels (teachers, students, administration staff of universities), and with public institutions in charge of the higher education system (by signing an agreement). A protocol was developed for each university in a participatory manner and was socialized at the local and national level, along with other related documents (example: “Protocol of Action in Cases of Harassment, Discrimination and Violence-Based Gender, and Sexual Orientation in Institutions of Higher Education”).

GOOD PRACTICE

- Awareness-raising campaigns on gender-based violence and rights

Guatemala Campaigns were organized in the departments and territories where rights defenders live to raise awareness about violence, and the role of defenders: to position the right to exercise advocacy (individual and collective), influence the denaturation of social imaginary (criminalization), and promote the submission of complaints of violence against women.

Ecuador A national communication campaign was organized with emphasis on the transformation of imaginary, stereotypes, and socio-cultural patterns that favor the perpetuation and reproduction of discriminatory and violent practices and behaviors towards women.

In universities, the «#GritanLasAulas» campaign was part of the protocol for the prevention of gender-based violence. This contest of journalist content turned out to be a hotbed for the exercise of reflection, and new talents revealed themselves in the different narrative arts (73 photo-reports and videos made by 248 students, from 19 universities).

A cycle of conferences and workshops was organized, encouraging debate and collective reflection. Within the campaign, universities proposed film forum events, yoga activities, dances, etc.

Key messages were disseminated through social networks and radio stations, in digital broadcasting spaces at key times. Also, the “Canvas” line on Facebook and WhatsApp allowed students to report cases of violence.

With the participation of various students, innovative tools for sensitization were created, such as Ariana’s Labyrinth, or the violence-measurer (violentometro).

FOCUS on the Ariadne’s Labyrinth on the back
FOCUS: the Ariadne’s Labyrinth
Ecuador

PURPOSE OF THE PRACTICE
- Identify and highlight the types and forms of violence that occur in dating relationships among university students, through awareness-raising events. Dispel myths and stereotypes that perpetuate gender-based violence towards women and people of the LGBTIQ community.

METHOD AND APPROACH
- A tool for active pedagogy and psychological care was created to raise awareness about gender-based violence and stereotypes: the Ariadne’s Labyrinth.

What is the Ariadne’s Labyrinth?
Located in the university museum, the labyrinth offered to students a tour with images of gender-based violence, challenges related to acts of violence and games with stereotypes, to analyze their own reactions to situations of violence, and reflect on gender violence in their personal lives.

People entered the labyrinth one by one, lived the experience, and when they finished the tour, received feedbacks from 2 students previously trained.

A log was made available so that each student can give their impressions, emotions, observations before entering the labyrinth, and after finishing the tour, to measure the evolution of their psychological and mental condition.

Who created the labyrinth?
This tool was created by students and teachers of the faculties of architecture, psychology, and communication (of the Central University of Ecuador), taking inspiration from an experience in Mexico.

Some data on the experience
This tool was proposed to the students for one month and a half and 3000 participants entered the labyrinth.

TOOLS
- Labyrinth made of panels, posters and games, measuring 6 x 6 m
- 3 manuals to train students in charge of guiding the persons entering the labyrinth
- Flyers to raise awareness and inform students and teachers on the labyrinth

ADVANTAGES OF THE ARIADNE’S LABYRINTH TO CHANGE GENDER RELATIONS
- Fostering deep reflection on gender relations, aiming at identifying whether forms of violence and/or emotional or physical abuse occur within the framework of one’s relationship
- Identification of harassment and discrimination scenarios as well as measures for prevention, protection, care, and support for victims

LESSONS FOR OTHER PROJECTS
- Participatory and immersion tools are very useful for deconstructing stereotypes in gender relations, and for people to get involved (personal experience). It is necessary to create attractive and dynamic tools to work with young people.
- It might be quite interesting to disseminate the labyrinth experience and use it as a tool to sensitize populations in the prevention of gender-based violence. The labyrinth is under registration to facilitate its reproduction and dissemination, and a virtual one (in the form of an online game) is currently being created by universities.

El laberinto de Ariadna
**ADVOCACY AND CHANGE IN SOCIAL NORMS**

**Good Practices Identified**

**ISSUES**

- Support the voices of women and men in communities to represent and negotiate their rights and interests at the local and national levels.
- Support research and learning on gender-based violence for advocacy.
- Support national advocacy to ensure the development and implementation of policies and/or to evolve the legal framework.

**HUMAN RIGHTS PROJECTS:**

- **Search for alliances and partnerships**
  - **Guatemala** Coordination with different stakeholders and spaces to raise awareness about the defense of indigenous women’s rights (with justice officials and, at the national level, with civil society organizations, coordination of women’s organizations, national institutions such as the Secretary of Indigenous Peoples and the High Commissioner for Refugees). Meetings of provincial women’s organizations as well as Latin America and the Caribbean women’s organizations: These spaces bring motivation into women’s groups as they see that other women are striving towards the same objectives.

- **Ecuador** Stakeholders motivation to create partnerships based on a common theme for achieving greater advocacy. Research on the gender violence situation to agree on the challenges. Stakeholders mapping to select those who can form the coalition in accordance with their specific advocacy competences (at the local and national level), and training requirements of each organization. Training process, workshops on the gender issue or support to add the gender issue in the agenda of the meetings of actors and different sectors.. Signing of agreements between the members of the coalition, elaboration of terms of reference with objectives and internal regulations (identification of coordinators, neutral people, and energetic individuals to represent the group and provide motivation).

  Co-animation of a Gender Discussion Table at the national level to coordinate with other stakeholders and join efforts and resources.

- **Focus on details of the Gender Table on the back.**

- **Preparation of laws or ordinances proposals and mobilization for approval**
  - **Guatemala** Review texts of existing laws to improve them (i.e. Indigenous Peoples protocols). Conduct of a study, and contributions to the Ministry inputs to incorporate key elements in the original text.
  - **Ecuador** Involve stakeholders of different levels with diverse needs and challenges to develop ordinance proposals at the local level. Involvement of institutions to promote them. Identify key people in each province to boost dynamics and provide them accompaniment. Hold workshops throughout the process on a regular basis to constructively build the ordinance and not lose the momentum. Obtain Legal Support. Publish research to position arguments. Involve the media to be strategic partners to disseminate the issue at the political level and to the public opinion.

- **Advocacy plan and observatories**
  - **Ecuador** Create observatories to follow-up the implementation of ordinances and process continuity. Develop a specific advocacy plan in each province to meet the needs in relation to the context and stakeholders. Signing of a framework agreement with local councils for their involvement and political will commitment at the local level.
**PURPOSE OF THE PRACTICE**

- Establish an effective platform for coordination and advocacy to support advancement on gender equity and women’s rights in Ecuador.

**METHOD AND APPROACH**

- Define the coordination mechanisms between agencies and cooperation agencies in Ecuador to achieve effective joint action, adding efforts and resources to contribute to the fulfillment of international agreements, and mandates at the national level in terms of gender equity, and women’s rights.

- Coordinated advocacy actions in favor of women’s rights, and gender equity to influence and support government authorities in the fulfillment of ratified international agreements.

- Exchanges and systematization of good practices carried out by different stakeholders in order to replicate them, and adopt them as guidelines for gender equity public policies.

**TOOLS**

- Regular meetings once a month.

- Informal structure for voluntary participation. Resources shared by members to co-finance workshops, forums, researches, and publications.

- CARE co-leads the table with UN Women of Ecuador.

- Participants: The National Council for Gender Equity, some international NGOs, several UN organizations, government development agencies from European countries, and the European Union.

**ADVANTAGES OF THE ADVOCACY GENDER TABLE:**

- A defined collective agenda allowing combined efforts and resources.

- Support provided by international organizations to give more legitimacy and protection to others.

**LESSONS FOR OTHER PROJECTS**

- Coordination spaces between stakeholders such as Gender Tables allow higher advocacy.

- The participation at the tables of different national and international organizations and institutions expert on the subject, give legitimacy to publications and proposals, and gain broader acceptance from the country’s institutions and authorities.

- The presence of international organizations provides a form of protection to others because of their less vulnerable position.

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**FOCUS: the International Cooperation Gender Table Ecuador**

**MEGECI**

**Mesa de Género de la Cooperación Internacional ECUADOR**

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Photo © CARE
GOOD PRACTICES

At the proposal stage of a project, budget for one or more gender studies with questions based on key points from the CARE gender marker.

Add a specific focus on “gender issues” in the terms of reference of the initial studies of the projects (such as baseline): the data should be systematically disaggregated by gender and questions from the CARE gender marker must be integrated.

Resilience and Human Rights projects:
- Analysis of the situation of women in their diversity (cultural, ethnic, identity), at the national level, and in project areas
- Analysis of the level of participation of men and women, not only in household activities, but also in public spaces, within political institutions and in organizations
- Analysis of the levels of education and levels of independence by gender (including literacy)
- Analysis of power relations and gender-based violence
- Analysis of factors and degrees of vulnerability by gender

For Human Rights projects specifically:
- Analysis of the situation of human rights defenders and their relationships with the judicial system and the media.

TIPS & ADVICES

Ensure that the methodology proposed by applying consultants includes these analyses and suggests the right and appropriate tools (key criterion for the selection of proposals)

Resilience projects:
Tools used: participatory development of the seasonal calendar and the daily schedule by gender, vulnerability mapping; risk map, Venn diagram and Transect diagram.

Human Rights projects:
Mapping of gender violence representations

When should these studies be carried out?

Neither too early: their review and knowledge exchange workshops must benefit the team in charge of the implementation of the project.

Nor too late: recommendations must be integrated into the action plan of the project, at an early stage.

GOOD PRACTICES

Build on the lessons learnt from previous projects and knowledge transfers

TIPS & ADVICES

In a situation where successive projects have been implemented in the same area, formalize the available data on gender, at the end of the project, so it can feed into future projects in the same area, or into similar projects.
HOW TO BETTER INTEGRATE GENDER IN RESPONSE STRATEGIES?

**GOOD PRACTICES**

➢ In the terms of reference of the initial studies, specify the requirement for operational and strategic recommendations on gender issues (to facilitate the participation of women and men in activities, improve gender relations and norms, etc.)

➢ Review the means of intervention of the project while taking the identified issues into consideration: composition and training of teams, awareness and communication strategies and tools, time and location of activities, modalities and types of action.

**TIPS & ADVICES**

➢ Take time to train team members and allow in-team discussions on gender issues. Let key persons (gender focal points) stimulate and guide discussions on gender.

➢ In a case where a project is implemented by a consortium, seek to harmonize practices between organizations and document progress reviews to monitor the implementation of recommendations.

HOW TO BETTER MEASURE CHANGE ON GENDER ISSUES?

**GOOD PRACTICES**

➢ Identify, at an early stage, the changes (related to gender) to be expected at the end of the project, while including questions from the CARE gender marker.

➢ Establish a gender-sensitive monitoring system by specifying the tools, time, responsibilities and resource persons to monitor these changes on gender-related social roles.

**TIPS & ADVICES**

➢ Intensify change monitoring on the gender aspects in all projects without waiting for final evaluations

- **Resilience projects:** Gather individual testimonies on the results of the project as well as on the changes in gender issues and relations.

- **Human Rights projects:** Develop methods to assess the impact of awareness-raising campaigns on women’s rights and against gender-based violence (analysis of audience share in the media, target audience surveys etc.)

➢ Involve diverse stakeholders in change monitoring: CARE members participating in project development and project implementation, partners and participants (community mobilizers, beneficiaries, etc.). Train and equip these persons to monitor progress on gender relations.

➢ Train translators and interviewers to better monitor progress on gender issues (sensitive questions, ability to adapt interview methods, etc.)

➢ Provide local stakeholders with information on the impact of the project by communicating changes identified in gender relations as a result of the project.
HOW TO FACILITATE THE PARTICIPATION OF ALL?

GOOD PRACTICES

➜ Seek for equality and diversity within project implementation teams

Resilience projects:
Recruitment of male and female field facilitators to conduct activities, especially in settings where the presence of men limits women’s participation as a result of social and religious norms.

For Human Rights projects specifically:
Establish a plural and diverse coordination team (diversity in gender identity, sexual identity, age) for advocacy actions. The exchange of experiences and opinions helps to better consider the unique challenges of each participant in activities and facilitates the participation and inclusion of diverse people in the project.

TIPS & ADVICES

◗ Ensuring a gender balance in teams and among facilitators sometimes implies overcoming administrative challenges (e.g. obtaining a National Identity Card) or developing the capacities of key persons.

GOOD PRACTICES

➜ Adapt strategies and plan activities in voluntarily mixed-gender or single-gender groups, as appropriate, to improve participation.

Resilience projects:
★ Organize women-only functional literacy groups, allowing Muslim women to participate.
★ Encourage diversity in awareness-raising activities on nutrition, so that men become more involved in choosing cooking ingredients.

TIPS & ADVICES

★ Introducing quotas might help ensure representation (even if it is a minority) of various social groups (men, women, young, old, disabled, etc.) without disregarding voluntary participation
★ Consider the pre-identified constraints of each person with regards to the choice of places, dates and meeting times, information and registration sessions and the activities themselves.
★ Strengthen group cohesion by assisting them to come up with a group name, uniforms or other distinctive signs of affiliation to reinforce group ownership and maintain a high level of participation.
HOW TO MOTIVATE AND INCREASE THE PARTICIPATION OF WOMEN MORE EFFICIENTLY?

GOOD PRACTICES

➜ Involve women organizations from the communities in the implementation of activities, to encourage the participation of other women

➜ Strengthen the commitment of men and close relatives for enhanced gender equality, with awareness-raising activities and a targeted and participatory strategy on the importance of women’s education and on sharing of tasks

➜ Enhance the capacity of women to engage in activities outside their private circles (like in production-related activities, political activities, etc.)

Resilience projects:
Promotion of “human-interest stories” about women to demonstrate that their activities contribute positively to the well-being of the family or community or stories about men whose commitment to greater gender equality has positive effects for their family or community.

Human Rights projects:
Creating awareness among relatives (children, brothers and sisters, parents) to provide moral support to women in their struggles and their efforts to reduce gender violence.

TIPS & ADVICES

➤ Include security measures against risks such as threats and violence against women (from perpetrators or close relatives) and put effective AND protective mechanisms in place for women, especially right defenders, who are the most exposed to risks

➤ Provide psychological support for those who participate in activities on gender-based violence or other sensitive activities, by allocating sufficient budget resources in order to offer support as needed (through focus groups, emotional relief workshops, a psychologist...).

HOW TO BETTER INVOLVE MEN IN ADVOCACY ACTIONS ON DEFENDING THE RIGHTS OF WOMEN?

GOOD PRACTICES

➜ Sensitize men and young people on what we mean by the phrase “gender approach” and on the necessity of defending the rights (of women and groups whose rights are violated)

TIPS & ADVICES

➤ Do not speak directly or solely of «women’s rights», but rather address issues of violence against men (by other men) and representations of positive masculinity (what type of man, father, husband do you want to be?)

GOOD PRACTICES

➜ Rely upon national and international documents, institutions of the country and look for allies in the field of action.
HOW TO EQUIP A LARGE NUMBER OF PEOPLE WITH GENDER SKILLS INCLUSIVELY?

GOOD PRACTICES

➜ Consider each individual’s specific constraints, adapting activities and training programs to allow a large number of people to participate (time, duration, place, composition of groups, etc.).

Resilience projects:
- Special training for women to enable them to express themselves with confidence and facilitate learning.
- Training in mixed-gender groups, while encouraging the participation of women in order to rebalance gender relations in situations where women have less access to training.

GOOD PRACTICES

➜ Offer cascade training programs (training of trainers) as well as knowledge-building and experience-sharing workshops.

Resilience projects:
- Training of trainers on the concepts of inclusion and risk management in order to better integrate the various vulnerable groups in action plans.

Human Rights projects:
- Experience-sharing workshops between women organizations on their rights advocacy actions in order to learn from past experiences.

GOOD PRACTICES

➜ Offer online training programs to reach more people at a lower cost and allow for some level of flexibility: each person can learn at its own pace and timing. This technique helps to multiply the impact of a project beyond its expected results.

TIPS & ADVICES

◗ Create a favorable setting for the target group to access these online courses. For example, provide accessible spaces equipped with computers and a stable internet access, allowing people on low budget or unemployed persons to participate.

◗ Encourage collective efforts to participate in online courses as classroom groups. This facilitates exchange and mutual support, and persons with low literacy skills can gain assistance from participants who are more comfortable with writing and reading.
GOOD PRACTICES

HOW TO STRENGTHEN THE SKILLS OF WOMEN AND GIRLS TO ENHANCE THE RESILIENCE OF FAMILIES?

➜ Develop financial, management and technical skills, as well as self-esteem and self-confidence to get involved and engage in various capacities.

Resilience projects:
- Facilitate the creation of Village Savings and Loan Associations (VSLAs) to strengthen financial inclusion and enable women to develop income-generating activities while gaining self-confidence. This allows them to participate more easily in other spaces and initiatives.
- Offer literacy and simplified accounting courses to VSLA members to develop their capacity to manage income-generating activities

GOOD PRACTICES

HOW TO DEVELOP CAPACITIES TO CARRY OUT ADVOCACY ACTIONS?

➜ Develop the knowledge and capacities of the most vulnerable persons so that they feel empowered to participate, offer suggestions and defend their opinions legitimately.

Resilience projects:
- Plan specific training programs on leadership and advocacy for women to develop their self-confidence and their capacity to voice their concerns to local authorities.

Human Rights projects:
- Capacity-building for persons involved in the development of law proposals or local decrees on gender issues and cultural issues, the legal framework and key bills, management of media relations and the dynamics of stakeholders in order to develop strategic partnerships.

GOOD PRACTICES

➜ In addition to providing new skills, conduct regular follow-up sessions and offer progressive support for action and decision-making in governance bodies.

Resilience projects:
- Support members of different structures (such as VSLAs) to assert their leadership abilities and increase their involvement in the operations of their organizations.
- Target and coach women to assume leadership of organizations (productive groups, VSLAs, etc.).
- Promote «human interest stories» of women who successfully managed organizations to encourage other women to assume leadership roles. Example: when field school members seek to join groups headed by women, which are considered better managed.
HOW TO PREVENT GENDER-BASED VIOLENCE?

GOOD PRACTICES

→ Develop prevention and attention protocols to gender-based violence in specific spaces

Human Rights projects:

▫ Preparation of a protocol for prevention and attention to gender-based violence in each university, involving institutions responsible for university curriculum, those managing universities, teachers, and students.

▫ Online course on “Gender-Based Violence and Women’s Rights” and campaigns to raise awareness and mobilize students

ADVICE & TIPS

◗ Develop a specific protocol for each entity or in each space, to include characteristics of context, population, etc.

◗ When the public or spaces are more masculine, address gender issues that directly impact them, such as violence against men by men, positive masculinity, etc.

◗ Maintain the link between the protocol of the territory where the actions are carried out (such as university) and the legal system to coordinate the follow up of harassment and violence cases and take appropriate measures and sanctions.

GOOD PRACTICES

→ Conduct awareness-raising campaigns on gender-based violence

Human Rights projects:

▫ Prepare radio spots with the participants, where, for example, indigenous women in their native language share their testimonies with other women, telling them what they have been through, and about their current life

▪ Build alliances with the media

▪ Carry out campaigns at the national level or at the departmental level / in a smaller scope. Carry out campaigns in specific spaces (universities)

▪ Use of new dynamic tools, with immersion processes that mobilize people (personal experiences), and lead them to question themselves about the forms of violence they might experience in their own lives (for example: Ariadne’s Labyrinth)

ADVICE & TIPS

◗ Plan different awareness-raising tools for each target audience, and mechanisms to assess the scope of the campaigns (media coverage, surveys).

◗ Work specifically with men to achieve changes in gender relations. Provide educational talks to challenge them to change their behaviors and opinions. For example: what kind of man would you like for your daughter / mother? What kind of man are you?

◗ Use innovative tools, social networks, and active pedagogy to involve young people. The contest modality is very attractive: new tools are produced with creativity (through contest productions) and use the target audience’s own language.
HOW TO PROMOTE CHANGE AND GREATER BALANCE IN THE GENDER ROLE DISTRIBUTION?

GOOD PRACTICES

➜ Provide awareness-raising talks for men on complementarity in gender relations and about women’s contributions to the family

Resilience projects:

» Actions and talks to raise men’s awareness regarding family environment, using success stories of women who carried out income-generating activities or obtained benefits for the family (such as women members of Village Savings and Loans Associations (VSLA))

» Use of the daily clock and annual calendar tools to talk about the tasks of each person in the family

ADVICE & TIPS

» Inform on successful cases of women carrying out complementary activities, and men taking on more domestic chores so that women can attend meetings or carry out personal activities.

» Raise awareness about the importance of education of both boys and girls to facilitate changes in the next generations, based on the good paternal example.

GOOD PRACTICES

➜ Encourage/organize workshops, spaces and processes with mixed participation, where stereotypes and representations about gender roles can be questioned

Resilience projects:

» Organization of extracurricular clubs on the project key themes, where young people (girls and boys) work together, share responsibilities and challenges, learn to live together, understand each other better, and recognize each other’s reciprocal competencies.

» Creation of different forms of organizations that are mixed-gender (Village Savings and Loans Associations (VSLA, others ...) where men and women can share challenges together seeking complementarity.
HOW TO ACHIEVE A GREATER IMPACT?

GOOD PRACTICES

➜ Search for alliances and strengthen partnerships

Human Rights projects:

▪ Build alliances with many social organizations, women’s organizations, and public stakeholders. The involvement of plural organizations with people from different backgrounds and identities is key to gain representativeness and legitimacy

▪ Establish a Gender Table with the international cooperation at the national level to coordinate advocacy and defense of human rights, with the participation of international NGOs, Governmental institutions such as ministries, and United Nations agencies (UN Women).

ADVICE & TIPS

▪ Define the common theme for the coalitions, the objectives, the rules of operation.

▪ Develop consensus proposals despite differences among coalition members. Accompany the processes so that organizations manage to accept concessions in this collective process, keeping the ideas, proposals, and specific goals for their own agenda.

GOOD PRACTICES

➜ Develop proposals for laws and ordinances and mobilize for approval

Human Rights projects:

▪ Support laws and proposals reviews in order to add guidelines and key elements

▪ Give legal support to organizations by contracting lawyers

▪ Contribute to the preparation of proposals for local laws and ordinances

ADVICE & TIPS

▪ For the preparation of laws and proposals of ordinances, mix social groups with different needs and challenges to achieve an inclusive approach. Include, for example, rural and urban organizations, people with different cultural and gender identities, as well as youth and adults.

GOOD PRACTICES

➜ Rely on strategic partners to achieve greater advocacy

Human Rights projects:

▪ Involve key institutions at the national and local level which can advance (or boost) the agenda (i.e. advisory councils, local governments) and create alliances between public and social stakeholders

▪ Ensure a follow-up to key people at the national and local level throughout the process, so that they can be focal points and give a boost to the movement from their territories.

▪ Create strategic alliances with the media to facilitate the mediatization of the issue, at the political and public level

▪ Provide legal support to organizations by contracting lawyers

▪ Mobilize researchers and universities to provide concrete arguments and evidence
GOOD PRACTICES

- Implement observatories and lobbying actions for compliance with laws and ordinances

Human Rights projects:
- Promote observatories to monitor progress and demand law compliance
- Finance studies and researches to follow-up social changes
- Advocate for budget allocations that allow compliance with and implementation of new rules and ordinances

GOOD PRACTICES

- Facilitate the recognition of successful processes and plan the follow-up

Human Rights projects:
- Guide the action thanks to a close coordination with local and traditional authorities, so that they can appropriate the results and keep processes up to the end of the project
- Support the legal recognition of organizations (for example, Village Savings and Loans Associations (VSLA))
- Implement activities of visibility and capitalization so that successful activities can be replicated
LESSONS FROM THE REVIEW

Key points

AXIS 1
GENDER ANALYSIS AND MONITORING
Studies at the beginning of a project with a focus on «gender» help to better understand and better consider gender issues (participation, leadership, relationships and social norms, violence...).

AXIS 1
GENDER ANALYSIS AND MONITORING
Analysis of the expected impact of a project on gender issues will be facilitated if it is planned right from the beginning of a project while indicating the desired changes and the methods to implement for gender-sensitive monitoring.

AXIS 2
PARTICIPATION IN ACTIVITIES
Gender equality and plurality in teams provide a certain exemplarity. Strategies must be adapted to include activities with single-gender groups when necessary or with mixed-gender groups when appropriate. The diversity of the groups promotes «team work» which helps to challenge gender stereotypes.

AXIS 2
PARTICIPATION IN ACTIVITIES
The «inclusion of vulnerable people» approach increases the participation of women without necessarily considering all women as vulnerable.

AXIS 3
CAPACITY BUILDING AND LEADERSHIP
It is important to not only equip women and girls with new technical and financial knowledge, but also develop their self-esteem and their self-confidence. Constant monitoring with support in activities and in leadership while promoting exchange of experiences between women.

AXIS 3
CAPACITY BUILDING AND LEADERSHIP
Sometimes, it is necessary to provide psychological support to women and girls who have suffered from various forms of gender-based violence to assist them in their healing process and help them to regain their confidence.

AXIS 4
CHANGE IN GENDER RELATIONS
Prevention and attention protocols against gender-based violence can be developed in some spaces and institutions in an attempt to prevent and eradicate gender-based violence. By targeting places like universities, the younger generation can get involved.

AXIS 4
CHANGE IN GENDER RELATIONS
Sensitization campaigns on gender can be conducted by targeting different audiences with specific tools and strategies appropriate for each audience, while searching for active learning methods to engage young people (immersion workshops, competitions, etc.).

AXIS 4
CHANGE IN GENDER RELATIONS
Specific work needs to be done with men to improve gender relations. Sensitization activities can be organized for men while questioning them about their own relationships and attitudes, and their representation of positive masculinity. Discussions can cover issues like the contribution of women to the finances of their families and providing support in the division of certain tasks.

AXIS 5
ADVOCACY AND CHANGE IN SOCIAL NORMS
Alliance and partnership building is essential in changing laws and social norms. Allies and partners have provided more legitimacy and representation as they address the needs of diverse social groups.
COUNTRIES SELECTED FOR THE GENDER REVIEW

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