

Gender Equality, Women's

Voice and Resilience



Guidance note for practitioners



ACRONYMS

CBA	Community-based adaptation
CDC	Community Disaster Committee
CVCA	Climate Vulnerability and Capacity Analysis
DRR	Disaster risk reduction
GEF	Gender Equality Framework
HPA	Humanitarian Partnership Agreement
ICAM	Integrated Community-based Adaptation in the Mekong project
NGO	Non-government organisation
ToC	Theory of Change
VRDTCA	Vanuatu Rural Development Training Centres Association
UNFCCC	United Nations Framework Convention on Climate Change
WASH	Water, Sanitation and Hygiene

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1 INTRODUCTION

The **CARE 2020 Programme Strategy** defines how CARE intends to tackle the underlying causes of poverty and social injustice and to bring lasting change to the lives of poor and vulnerable people.¹ The Programme Strategy outlines three components of CARE’s core approach: strengthening gender equality and women’s voice (GEWV); promoting inclusive governance; and increasing resilience.² These address three critical underlying causes of poverty and social injustice that are found, in different manifestations and dynamics, in the different contexts where CARE works: gender inequality and lack of women’s voice, weak governance, and the increasing frequency and impact of stressors, shocks and humanitarian crises due to climate change, environmental fragility and conflict.³

The promotion of gender equality and women’s voice is therefore a core part of how CARE works everywhere, in fragile and conflict-affected states and least developed countries, as well as in middle income countries or the global North.⁴ It applies to our work in all program areas, including the four priority outcome areas in the Programme Strategy: humanitarian response; the right to sexual, reproductive and maternal health and a life free from violence; food and nutrition security and climate resilience; and women’s access to and control of economic resources.⁵

The purpose of this guidance note is to provide CARE and partner staff with direction for integrating gender equality and women’s voice into their resilience-related work, by explaining:

- The importance of GEWV in resilience-related work;
- Strategies for enhancing resilience through GEWV;
- Key gender actions to consider in resilience-related projects;
- Practical examples of gender considerations in resilience-related projects; and
- Different tools and resources to support GEWV and resilience within projects.



A villager from Tanna Island in Vanuatu learns a traditional practice of cooking and storing locally grown food for use during times of shock and stresses. Image: VRTCA

2 THE IMPORTANCE OF LINKING GENDER EQUALITY, WOMEN'S VOICE AND RESILIENCE

Gender equality and women's voice

CARE's decades of poverty-fighting work – research, analysis and project implementation in poverty-affected communities around the world – demonstrates that poverty and gender inequality consistently go hand in hand. The societies that lag furthest behind are those where laws and traditions hinder gender equality and women's voice.⁶ This is why gender equality is at the heart of CARE's overall programming approach to tackling poverty and inequality. CARE's theory of change is based on CARE's experience that achieving gender equality and women's voice require transformative change.⁷ Why focus on transformation? Because it's not possible to achieve gender equality without transforming power relations and the structural environment – the social, cultural and political factors – that can help or hinder people's realisation of full human rights.⁸ GEWV is therefore, not just a technical issue: it requires changing the unequal power relations at household and community level, and through political response, engaging political actors and supporting political movements.⁹

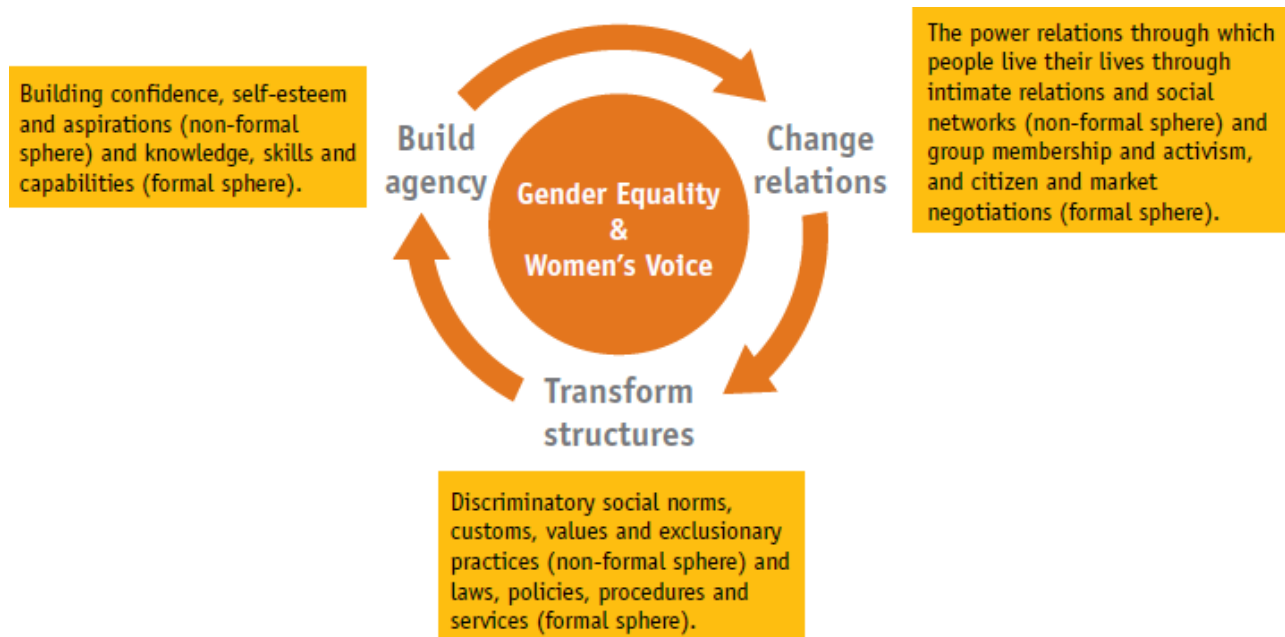


Figure 1: CARE's Gender Equality Framework

CARE's aim, through the Gender Equality Framework (GEF), is to a) **build agency** of people of all genders and life stages, b) **change relations** between them and c) **transform structures** so that people of all genders live life in full gender equality.

The framework was developed to assist CARE staff in conceptualising and planning gender equality work. The GEF builds on existing CARE frameworks and tools, in particular the Women's Empowerment Framework (WEF). The GEF updates CARE's previous Women's Empowerment Framework to capture learning that our women and girls' empowerment approaches must be synchronised with and complementary to how we engage men and boys and people of all/diverse genders for gender equality.¹⁰

Box 1: Gender and resilience definitions

GENDER: Is not about biological differences but a social construct that defines what it means to be a man or woman, boy or girl in a given society. It carries specific roles, status and expectations within households, communities and culture.

GENDER EQUALITY: The equal enjoyment by people of all genders and ages of rights, opportunities, resources and rewards.

GENDER INTEGRATED PROGRAMMING: Gender considerations must be integrated throughout all humanitarian and development programs and projects. This requires gender analysis at all stages: conception, proposal development, programme design, implementation and monitoring and evaluation

GENDER SENSITIVE PRACTICES: Practices that recognise and respond to people's different gender-based needs and constraints.

GENDER TRANSFORMATIVE PRACTICES: Interventions that seek to target the structural causes as well as the symptoms of gender inequality leading to a lasting change in the power and choices women have over their own lives, rather than just a temporary increase in opportunities.

RESILIENCE: If the capacities and assets to deal with various shocks, stresses, uncertainty and change are built & supported, *and* if drivers of risk are reduced, *and* if these actions are supported by an enabling environment, *then* resilience is increased.

Source: CARE (2016) *Gender Equality and Women's Voice Guidance Note*. CARE International; and CARE (n.d) *Resilience Guidance Note*. Draft 5 July.

Achieving transformation in gender equality, however, requires work across *all* three domains of the framework: agency, relation *and* structures. Programs that do not take into account the totality of women's lives and needs, or which lead to only partial results, can lead to: gains that are easily reversed; increased burdens on women and girls; and violent backlash from those that see empowerment as threatening.¹¹ When women advance in all three domains, lasting change becomes possible.¹²

But what about men? CARE's gender equality work in no way excludes men. Its programs work with both women and men because overcoming the social injustice that keep women disempowered is everyone's challenge and responsibility.¹³ Women's empowerment is an essential component of gender equality: the latter cannot be achieved without the former.¹⁴ Achieving gender equality is therefore a long-term, complex proposition, but a critical endeavour.¹⁵

Linking gender equality, women's voice and resilience

Increasingly, gender is being recognised as an important factor in planning and implementing interventions to build people's resilience to climate change and disasters. Women's workload, their limited decision-making power, and unequal access to and control over resources, can prevent them for adopting effective strategies to prepare, adapt and respond to disasters and climate change.¹⁶ By better understanding the differential experiences of women, and through better understanding of how to incorporate gender sensitive and transformative practices in

development and humanitarian work, actors can better support women and their communities build their resilience to climate change and disasters, as well as other shocks and stresses, and in the process address the underlying causes of poverty and social injustice.

However, building and enhancing people's resilience cannot be done without understanding social norms and other societal factors that maintain gender inequalities in different contexts, curtailing women and girls', as well as men and boys' abilities to reduce their vulnerability to

different shocks and stresses.¹⁷ It is therefore necessary to simultaneously address the interconnected challenges of gender inequality, climate change and disasters, by addressing gender-based barriers

'Neither gender equality nor resilience to climate change and disasters can be achieved without addressing how they impact on each other.' CARE (n.d.) *Beyond Words, p.2.*

and adopting approaches that not only support gender equality, but that transform the structures and power relations that prevent women from achieving their full potential.¹⁸

Table 1: Linking gender equality, women's voice and resilience

Domain	Approach example	Project example
<p>Building agency</p> <p>By building confidence, self-esteem, aspiration, knowledge, skills and capabilities, all genders women, are better able to effect the change they desire.</p>	<p><i>Building awareness and skills</i></p>	<p>In Timor Leste, CARE designed and implemented dedicated training (sustainable agricultural techniques, home gardening), and supported the application of climate-resilient crops, sustainable water and land management practices, as well as risk mitigation, for both women and men. As a result, members of farmer groups increased knowledge, skills and confidence to apply sustainable techniques learned, and to apply knowledge and skills to mitigate risk.</p>
	<p><i>Creation of structured space for self-reflection with key actors</i></p>	<p>In Vietnam, with much time and effort devoted to capacity-building and community-based adaptation/disaster risk reduction planning, project beneficiaries and partners (in particular, the Women's Union) were able to invest time in planning and reflecting on the needs of different stakeholders (in particular, women), which facilitated a change of mindsets towards more collaborative and bottom-up planning, that was more inclusive of women and other vulnerable groups.</p>
<p>Changing relations</p> <p>By changing the power relations through which people live their lives, women and girls have more say and choice to make decisions about the issues that are important in their lives.</p>	<p><i>Building solidarity and leadership amongst women and girls</i></p>	<p>In Papua New Guinea, community group members of the community-based adaptation (CBA) project were configured to ensure equal representation of women, with members receiving training not only on technical aspects of the project, but also in leadership and gender equality. This helped members (in particular, women) to gain influence at the household and community level.</p>
	<p><i>Engaging men and boys</i></p> <p>It is critical to have structured spaces for men and boys to reflect on masculinities, gender, power and privilege in their lives.¹⁹</p>	<p>In Papua New Guinea, CARE's work with traditional male leaders (to better structure village assemblies and decision making processes to increase women's participation and decision-making power). This has resulted in changing attitudes of not only leaders, but men more generally, with wider acceptance of women as actors and decision-makers within communities.</p>
<p>Transforming structures</p> <p>By transforming discriminatory social norms, customs, values, laws, policies and procedures, women and girls live in a more enabling environment where</p>	<p><i>Working on service delivery with government and other actors</i></p> <p>CARE has worked with a range of power-holders to improve their ability to fulfil their obligations and be more responsive, transparent, and accountable to</p>	<p>In Vietnam, the Integrated Community-based Adaptation in the Mekong (ICAM) project worked closely with the Women's Union to strengthen women's role in local governance structures.²² ICAM actively promoted Women's Union members' leadership and involvement in multiple aspects of resilience programming, broadening their skills and expertise in: livelihood implementation, disaster preparedness and response, climate risk analysis and planning, project implementation and monitoring</p>

<p>positive change can take place.²⁰</p>	<p>marginalised groups, particularly women.²¹</p>	<p>and evaluation. As a result, the Women’s Union gained capacity and grew with the challenge.²³</p>
<p><i>Supporting alliances and movements for social change</i></p> <p>Transformational change requires that CARE work in partnership with others, sometimes in broader alliances, to bring about change.</p>	<p><i>Supporting alliances and movements for social change</i></p> <p>Transformational change requires that CARE work in partnership with others, sometimes in broader alliances, to bring about change.</p>	<p>In Vanuatu, CARE worked in a consortium with other NGOs and more broadly as part of the Vanuatu Climate Action Network to lobby the government to send a gender-balanced delegation to the international climate change talks in Warsaw. As a result, the 15-strong delegation included seven female delegates, three civil society delegates and one youth representative, when previous delegations has been all-male affairs with little input from civil society. The delegation also made its first of two submissions to the United Nations Framework Convention on Climate Change (UNFCCC) on Gender Balance.</p>
<p><i>Advocacy and policy change</i></p> <p>CARE’s work to promote lasting change also focuses beyond the communities with whom it directly works, but also to influence broader social change at scale.²⁴</p>	<p><i>Advocacy and policy change</i></p> <p>CARE’s work to promote lasting change also focuses beyond the communities with whom it directly works, but also to influence broader social change at scale.²⁴</p>	<p>In Vanuatu, the program has been able to influence government policy, through contribution to key policies – the <i>National Climate Change Adaptation and Disaster Risk Reduction Policy</i> and the <i>National Sustainable Development Plan</i>, mobilising civil society involvement in the consultation process, participation of women on policy steering committees, and even by being charged with drafting specific sections of policies.</p>

3 STRATEGIES FOR ENHANCING RESILIENCE THROUGH GENDER EQUALITY AND WOMEN'S VOICE

Linking in with the different domains of the GEF, there are four main strategies that can be used to enhance resilience through gender equality and women's voice: a) understanding the different dimensions of gender inequality; b) engaging men and boys; c) nurturing women's groups and alliances; and d) supporting government partners to build their capacity in gender equality.

Enabling resilience by understanding gender inequality

CARE's approach to long-term program strategy development is grounded in the understanding that investments in poverty and social justice will not be successful unless persistent inequalities in the relations between women and men, girls and boys, are understood and systematically addressed.²⁵ CARE has identified eight core areas of enquiry that need to be understood to enhance gender equality, women's voice and resilience – sexual/gender division of labour, decision-making power, control over productive assets, access to public spaces and services, claiming rights and meaningful participation in public decision-making, control over one's body, violence and restorative justice, and aspirations for oneself. While it may not be possible to undertake in-depth analysis of all eight areas; those most relevant to the context should be selected.

Table 2: Enabling resilience by understanding inequality

Area of enquiry	Dimension	Project example
Sexual/gendered division of labour	Commonly, women's workloads are greater than men's – due to traditional expectations of women's work, women have primary responsibility for unpaid domestic and care work, and are also expected to contribute to the household income, mainly through agricultural work. ²⁶ Our programming needs to consider different dynamics in order to avoid reinforcing gender stereotypes and inequalities, but also to seek opportunities to loosen rigid gender norms. ²⁷	In Cambodia, women tend to be engaged in the main responsibilities of housework, and subsidiary income generating activities, which tend to increase in times of stress or shocks.
Decision-making power	An unequal balance of power in the home, community and within authorities limits women's ability to make decisions to increase resilience. ²⁸ Women generally have less decision-making power within the home and the community compared to men, whilst government departments that make key decisions related to resilience are generally also male dominated. ²⁹ This can prevent women from adopting new resilient actions. ³⁰ Our programming needs to understand how decisions are made, how these have evolved over time, and how our programs might affect these decision-making processes. ³¹	In Laos, ethnic women living in remote rural highland areas are particularly disadvantaged because they are the least able to participate in community decision-making due in part to illiteracy and cultural traditions. ³² As a result, many are less likely to have access to knowledge about climate change impacts and resilient livelihood options to increase their resilience.
Control of productive assets	Traditional gender norms in many countries give women and men different access to, and control over, resources and assets. ³³ In households that depend on agricultural-based livelihoods, men typically have responsibility for 'big' household assets such as buffalos, boats and land, and women have	In Vanuatu, in many parts of the country, land is patrilineal, passed from generation to generation through males. While the majority of women are able to access and use

	responsibility for 'small' assets like chickens or kitchen gardens. ³⁴ Our programming needs to reflect on the norms and characteristics around control over and benefits from productive assets, and how we can work to promote more equal gender relations in this area. ³⁵	land, men still have a larger say in what land is used for, reducing women's options. ³⁶ As a result, it is often challenging for women to access resources such as credit and other inputs that could increase their incomes, resilience capacity, and ability to make longer-term investments.
Access to public spaces and services	For many women, fulfilling basic rights like health, education, security and citizenship hinge on an individual's ability to enter public spaces and accesses the services she requires. ³⁷ Women may be prevented from accessing these services due to limited mobility and other barriers. Our programming needs to address different barrier and opportunities in relations to mobility, as well as access to services by better understanding the risk taken by women when entering public spaces and accessing services. ³⁸	In rural ethnic communities in Vietnam, individuals tend to have less access to public services due to poor coverage of services, language barriers, and services that tend to be less culturally inclusive.
Claiming rights and meaningful participation in public decision-making	Beyond accessing services and spaces, it is important that people know their rights and exercise them without negative repercussions or fear of backlash. ³⁹ For many women, they don't feel that they have the space or standing to meaningfully participate in public decision-making. Often times, when they do participate it may be in token ways such as to fulfil a quote for under-represented groups within a forum or association. ⁴⁰ Our programming needs to foster meaningful participation where individuals may actively contribute to decisions, where their decisions are heard and considered and where they can take part in leadership or decision-making. ⁴¹	In Papua New Guinea, cultural custom in some parts of the country prohibit women from being chiefs. This results in women being excluded from the decision-making process in relation to culture ('kastom'), which in turn tends to reduce the overall representation of women in village decision-making, except as women's representatives.
Control over one's boy	In gender relations, one of the most important areas of struggle has been an individual's ability to take control over their own body and sexuality. ⁴² This may concern marriage decisions; negotiation over sexual relations and family planning; freedom from neglect; and freedom from sexual and physical abuse and exploitation (for example, trafficking). ⁴³ Our programming needs to understand the different social, cultural, political, environmental and economic conditions that affect individuals' control over their own bodies, and how our interventions affect these dynamics. ⁴⁴	In Laos, while most women are aware of modern methods of contraception, social barriers - such as opposition from partners, families or communities, along with lack of knowledge and limited access to contraceptive devices - prevent them from using contraception.
Violence and restorative justice	Violence is an expression of systems, structures and relationships under strain – an instrument of social control and an extreme reaction to the prospect of change. ⁴⁵ Violence can take place at various levels, including self-directed (suicidal or	In Vanuatu, over half the female population has experienced some form of violence, usually from their partner. In the aftermath of Cyclone Pam (in 2015) women

	self-abusive); interpersonal (within a household or community) or collective (driven by social, political or economic struggles). ⁴⁶ In work that aims explicitly to shift gendered power relations at interpersonal or ingrained institutional levels, it is incumbent on us to be prepared to address violence, both as a common feature of people’s lives and as a potential consequence of NGO efforts to support individuals’ empowerment.	experienced greater levels of violence due to insecure living arrangements (living in shelters), and more stressful environments (lack of water and food).
Aspirations and strategic interests	Due to persistent gender inequality, many women may place limitations on themselves about who they want to be and what they think they can achieve. This may encompass hopes, limitations they expect from society, burdens and roles, and what kind of relationships they expect to have with others. ⁴⁷ Our programming should aim to understand aspirations and strategic interests, regardless of the intervention’s technical focus. ⁴⁸	In some part of Papua New Guinea, many women do not see a future for themselves beyond being a wife and mother.

To increase the ability to assess and analyse inequality, CARE has developed key approaches and tools to better understand how gender and other factors intersect to influence people’s vulnerability and capacity, including: the Gender Equality Framework (GEF); gender analysis (the systematic attempt to identify key issues contributing to gender inequalities, which in turn also contribute to poor development outcomes); climate risk, vulnerability and capacity analyses (CVCA) (a participatory methodology to understand the implications of climate change on the lives and livelihoods of poverty-affected people); inclusive planning; and monitoring change from a gender perspective.^{49 50} The use of these approaches and tools helps CARE better recognise the different ways in which women, men, girls and boys are exposed to and sensitive to different risks, shocks and stresses; and to design and implement projects that are closer to the gender-responsive and gender-transformative end of the Gender Program Continuum, helping to enable community resilience.⁵¹ For more information on tools and resources see section 5.

Enabling resilience by engaging men and boys

While CARE’s work puts a clear and intentional focus on women, this does not mean that men should be ignored. In fact, one of the most important messages in the GEF is that lasting empowerment for women requires a more serious and honest effort to understand and support change among men who are so integral to their lives.⁵² This requires that we work with our partners and communities to:

1. *Offer initiatives that support positive changes for both women and men.* While women are usually the focus of project initiatives, benefits must occur within households and wider community. In Timor Leste and other country projects, a focus on climate-resilient livelihoods has supported both women and men to improve their livelihoods, leading to benefits at a household, as well as individual level.
2. *Create spaces for women and men to discuss gender and power separately before bringing them together.* It is important that both women and men have separate spaces to discuss sensitive issues related to gender (for example, gender-based violence). In Vanuatu, the CBA project held separate participatory risk assessment sessions, training sessions and other workshop sessions for women and men, to provide them with opportunities to discuss issues separately, but then to come together to share ideas and work together to develop joint solutions.

3. *Support alternative role models.* Even with heightened sensitivity to gender and sexuality, men face considerable pressures against bucking gender norms to form more equitable relationships with women.⁵³ In Papua New Guinea, the CBA project included women and men in community action groups, who were responsible for rolling out many of the project initiatives. As part of their training they undertook gender equality and leadership training, and discussed issues of power and inequality. Back in their villages, male members of the core group worked alongside female members collaboratively, demonstrating gender equality through leadership and practice.

Enabling resilience by nurturing women's groups and alliances

When women are part of the conversation, when they actively take part in project actions, and when they are part of the decision-making process: communities are more likely to change and become more equal. Much of CARE's work focuses on working with community institutions. When they include a methodology that raises consciousness about inequalities (for example, gender discrimination), groups can also be a powerful vehicle for social change.⁵⁴ It is with and through these groups, that approaches to increase gender equality and women's voice can be supported.⁵⁵ Strengthening groups' effectiveness, livelihood and leadership skills, and gender awareness is a fundamental component of an empowerment approach.⁵⁶

In Papua New Guinea, the CBA project ensured that women were actively engaged and driving forward planning and action by community actions groups. They were provided with gender and equality, and leadership training, and regular discussions about power and inequality were discussed. Back in their villages, male and female group members worked alongside each other, and shared leadership decisions. Involvement in these group helped members (in particular, women) to gain influence at the household and community level.

Enabling resilience by supporting government partners

CARE believes that transforming power dynamics through political processes requires us to build solidarity and work collectively in partnership with others.⁵⁷ By standing in solidarity with the poorest and most marginalised and by leveraging our unique role and reputational capital as an international non-governmental organisation (NGO), we are better able to broker negotiations with power holders who are critical to achieving changes in institutional policies and practices.⁵⁸ For this approach to work we recognise that:

1. *Our voice should not replace the voice of women and girls* who experience poverty and injustice in the countries it works;
2. *We must facilitate those in power to hear the voice of women and girls* first hand, acknowledging that CARE can also work directly in an influencing role; and
3. *We should identify partners with strong gender equality programming skills* at the community and country levels to gain and learn from their experiences.⁵⁹

This recognition was put into action in Vietnam, as part of their CBA project, where CARE worked through the Women's Union and local women's groups to deliver the project. Partnering with the Women's Union gave the project unrestricted access to women in all communities, in particular ethnic minority women, who are considered chronically vulnerable, and enabled women and girls to have a voice. CARE also actively promoted Women's Union members' leadership and involvement in multiple aspects of resilience programming, broadening their skills and expertise, including their ability to input into local government planning processes, and helping those in power hear women's voices.

When advocating for more responsive and transformative approaches to gender with government partners, we need to encourage governments to:

1. *Foster strong, visible, active leadership* that promotes gender equality (tied to organisational outcomes), leading the development of an organisational culture that reflects gender equitable norms;⁶⁰
2. *Invest in gender capacity through capacity development work* (personal, organisational, programmatic), sharing and learning on gender best practice; and supporting other foundational capacities for gender work (facilitation, engaging power/politics, partnership, analysis/learning, risk reduction, gender in emergencies, etc.);⁶¹
3. *Undertake gender-responsible planning and budgeting*;
4. *Work with key actors* to provide inputs, services and market access for poor communities.

By partnering with government, we are more readily able to multiply our impacts and support the enabling environment for gender-responsive and gender-transformative change.⁶² For new programs, this requires a strategy based on the context for the way in which governments and other groups work together, and looking for opportunities to:

1. *Apply CARE's Gender Equality Framework*. The framework reminds us that development interventions are most helpful when they take a holistic, multi-level and broadly political view of women's empowerment.⁶³ This includes not only working with women to build new skills and confidence (agency), but to engage in women's *relationships* and the *structures* and institutions (including belief systems and market institutions) that shape women's lives.⁶⁴
2. *Nurture women's collectives/alliances and their empowerment*. When groups are cohesive and function well, they can achieve great successes.⁶⁵ When they include a methodology that raises consciousness about inequalities (for example, gender discrimination), groups can also be a powerful vehicle for social change. Strengthening groups' effectiveness, livelihood skills, and gender awareness is a fundamental component of an empowerment approach;⁶⁶
3. *Engage with men and boys*. The *relations* part of the framework reminds us of the importance in working with individuals with whom women hold key relationships.⁶⁷ This includes: 1) engagement with community elites and power-holders; and 2) engaging male partners of the impact group. Engaging men and boys is critical for expanding women's and girls' access to productive and community resources (particularly land) and markets.⁶⁸

4 KEY GENDER ACTIONS TO CONSIDER IN RESILIENCE-RELATED PROJECTS

It can be overwhelming to consider all the different elements that are required to design and implement a project that meets all the criteria for resilient development, even without considering what's needed to address gender inequality. The following six actions are designed to help simplify what's needed to integrate gender-responsive and –transformative interventions into your project.

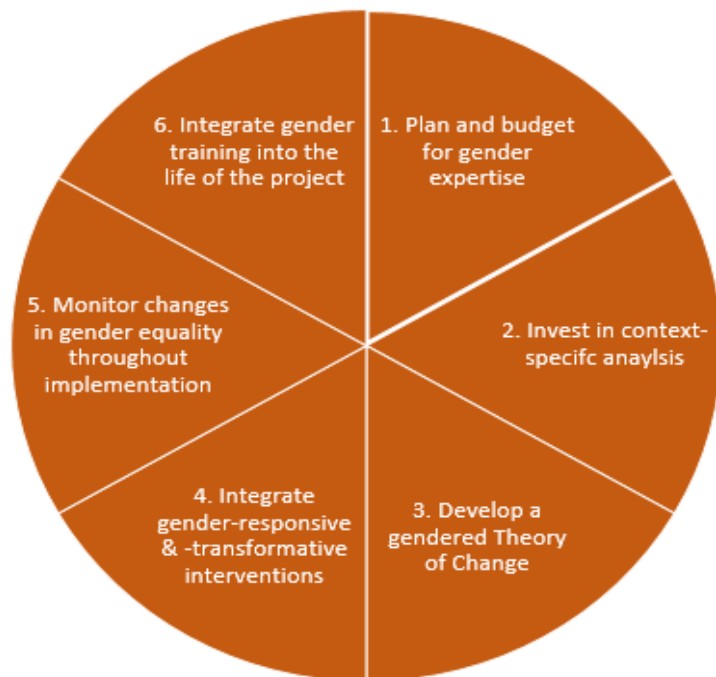


Figure 2: Six key gender actions to consider in your project



Plan and budget for gender technical leadership in your project. Quality support requires human and financial resources, even in teams with an appreciation for what gender-responsive and –transformative approaches involve.



Invest in context-specific analysis to understand the interconnected factors shaping the aspirations of men and women, in order to design effective and appropriate action. Conduct a standalone gender analysis or include gender as part of vulnerability and capacity assessments prior to the start of a program to inform the development of a program.⁶⁹



Develop a gendered Theory of Change (ToC) for your project, with specific gender goals and objectives, informed by a gender analysis: The ToC for any program should be gendered, and explain the causal argument for how gender outcomes will be achieved, as well as the assumptions underpinning the causal argument.⁷⁰ A Gender Action Plan should also be developed to ensure program outcomes, outputs and activities are gender-responsive and -transformative, and link with the overall program ToC.



Integrate gender-responsive and gender-transformative interventions to support progress on the program Theory of Change and gender goals/ objectives. Based on the context, look for opportunities through which to: a) apply CARE's Gender Equality Framework; b) nurture collectives/ groups and empowerment (through strengthening groups' effectiveness, livelihood skills, and gender awareness); and c) engage men (because of the importance of working with individuals with whom women hold key relationships).⁷¹



Monitor changes in gender equality throughout project implementation and act on issues that arise. Set up systems to track progress towards gender equality, including on gender based violence, including the collection of sex-disaggregated data, use of indicators that specifically measure changes in gender norms, and the inclusion of women and men in project monitoring and evaluation reflection activities. Consider how activities may impact on a range of gendered dimensions and ask questions to monitor change in communities.⁷²



Integrate gender training into the life of the project for CARE and partner teams, and other key stakeholders. Over the past decade, CARE has developed a set of gender, equity and diversity materials and training modules that are well-respected and used by other INGOs and corporate partners.⁷³ These are now being complemented with materials and training modules to deepen practice in Engaging Men and Boys and other areas that support gender transformative programming approaches.

5 TOOLS AND RESOURCES TO SUPPORT GENDER EQUALITY, WOMEN'S VOICE AND RESILIENCE

While further integration of gender and resilience within tools and resources is needed, the following tools and resources provide a good base for supporting more integrated approaches to gender equality, women's voice and resilience.

Table 3: Tools and resources to support GEVV and resilience

Type	Name of resource	Purpose
Frameworks	<u>Community Based Adaptation (CBA) Framework</u>	This resource describes a range of enabling factors (climate-resilient livelihoods, DRR, local adaptive and organisational capacity development, an enabling national policy environment, a good knowledge of climate change, and the addressing of underlying causes of vulnerability) that need to be in place for effective community-based adaptation to occur.
	<u>Gender Equality and Women's Voice Guidance Note</u>	This resource builds on existing CARE frameworks and tools, providing a framework for the achievement of gender equality and women's voice through transformative change across the three domains of agency, relations and structure in both public and private spaces.
	<u>Good Practices Framework for Gender Analysis</u>	This resource outlines eight core areas of inquiry to support deeper analysis of gender and power relations.
Guidance	<u>Gender in Emergencies Guidance Notes</u>	These resources provide practical guidance on key processes and approaches to further CARE's gender equality work. They include guidance on: Gender Action Plans; gender in emergency preparedness planning; rapid gender analysis; and others.
	<u>Making it Count: Integrating gender into climate change and disaster risk reduction</u>	This resource is a practical how-to guide that supports project staff, government and non-government partners to practically address gender and women's voice during the design, implementation, monitoring and evaluation of climate change and disaster risk reduction activities.
	<u>Toward Resilience: A Guide to Disaster Risk Reduction and Climate Change Adaptation</u>	This book is an introductory resource on DRR and CCA. It provides essential introductory information, principles of effective practice, guidelines for action in a range of sectors and settings, case studies and links to useful tools and resources, for the application of an integrated, rights-based approach to DRR and CCA.
	<u>The Climate Change Advocacy Toolkit</u>	These toolkits aim to guide and support civil society actors in the South in their efforts to advocate for pro-poor climate policies.
	<u>Win-Win Results: Gender Equality within Climate Change Programming</u>	This CARE Vietnam resource provides valuable information on how to address gender in climate change programming.

	Engaging Men and Boys Technical Resources	These resources provide useful information on how to ensure that men and boys are part of the solution to gender inequality.
	Gender Dynamics in a Changing Climate	This learning brief synthesises lessons drawn from CARE's Adaptation Learning Programme for Africa (ALP), identifying the factors shaping gender dynamics and adaptive capacity. It gives examples of how to integrate gender into CBA approaches, as well as outlining knowledge gaps and recommendations for policy and practice
Analysis, design and implementation	Gender Sensitive Climate Vulnerability and Capacity Analysis (GCVCA) Toolkit	This resource is a community-level analysis tool that integrates climate change into a wider participatory vulnerability assessment. The results provide a solid foundation for the identification of practical strategies to facilitate community-based adaptation to climate change. ⁷⁴
	CBA and Gender Analysis Practitioner Brief	This resource is for use by those who are designing or starting up programs which aim to support vulnerable communities adapt to climate change.
	Planning for Resilience Practitioner Manual	This CARE Vietnam resource provides step-by-step guidance on how to undertake participatory gender responsive CBA planning.
	Gender Toolkit	This online resource is a comprehensive online resource to support gender analysis in programming, organisational change and advocacy.
	Gender and Inclusion Toolbox	This resource is designed to support programme designers and field practitioners undertake gender sensitive and socially inclusive research. This resource is intended for gathering gender sensitive data at the start of programming and not necessarily gender for mainstreaming existing programs.
	Community Based Adaptation Toolkit	This resource provides a practical 'how-to' guide for practitioners as they work through the project cycle.
	Integrating Climate Change into the Project Cycle Toolkit	This resource provides practical assistance for adapting design, implementation, monitoring and evaluation to meet the challenges posed by climate change.
	Strategic Impact Inquiry Briefs on Women's Empowerment	These resources provide a wealth of information on women's empowerment related to crisis; group organising strategies; violence; engaging men; and village savings and loan associations.
	Gender Marker	This resource is an operational tool to assess whether or not humanitarian relief work is prepared for, designed, implemented in a way that ensures all benefit equally, and if it will contribute to increasing gender equality. ⁷⁵
	Gender Action Plan (GAP)	This resource is both a tool and a process for planning a gender sensitive emergency response, and is now a mandatory requirement for receiving CARE International Emergency Response Funds.
	The Participatory Monitoring.	This resource helps project managers, field implementation staff, local partners and communities to measure, monitor

Monitoring, evaluation and learning	<u>Evaluation, Reflection and Learning Manual (PMERL)</u>	and evaluate changes in local adaptive capacity, for better decision-making in CBA activities.
	<u>Women's Empowerment Impact Measurement Initiative Guide</u>	This resource helps teams to link project-level monitoring and evaluation to impact measurement systems at program level.
	<u>Climate Change Information Centre</u>	This resource has a wealth of CARE's learning on climate change with specific section on gender.

NOTES

- ¹ CARE (2016) *Gender Equality and Women's Voice*. Guidance Note, CARE International, p.4.
- ² Ibid.
- ³ Ibid.
- ⁴ Ibid.
- ⁵ Ibid.
- ⁶ CARE (n.d.) *Strong Women, Strong Communities*, CARE, p.2.
- ⁷ CARE (2016) *Gender Equality and Women's Voice*. Guidance Note, CARE.
- ⁸ Ensor, J. (2016) *Adaptation and Resilience in Vanuatu. Interpreting community perception of vulnerability, knowledge and power for community-based adaptation programming*. Stockholm Environment Institute and Oxfam, p.23.
- ⁹ CARE (2016), p.9.
- ¹⁰ CARE (2016), p.8.
- ¹¹ CARE (n.d.) *Strong Women, Strong Communities*, p.11.
- ¹² Ibid, p.12.
- ¹³ Ibid, p.13.
- ¹⁴ Ibid, p.5.
- ¹⁵ Ibid.
- ¹⁶ CARE (n.d.) *Beyond Words: Advancing gender equality in climate change policy and programming in Vietnam*, CARE, p.1.
- ¹⁷ Le Masson, V., Norton, A. & Wilkinson, E. (2015) *Gender and Resilience*, BRACED Working Paper, p. 20.
- ¹⁸ Ibid, p.2.
- ¹⁹ Also refer to [Global Learning Brief 2, promising practice examples](#) from CARE and others and [list of training manuals](#) for Engaging Men and Boys.
- ²⁰ CARE (2016) *Gender Equality and Women's Voice*, p.34.
- ²¹ Ibid, p.40.
- ²² CARE International in Vietnam (2015), p.11.
- ²³ Ibid.
- ²⁴ Ibid, p.14.
- ²⁵ Robinson, D. (2015) *Integrating gender transformative approaches into climate change adaptation and disaster risk reduction initiatives for strengthening community resilience to climate change impacts*, draft paper.
- ²⁶ Ibid.
- ²⁷ CARE (2012) *Good Practices Framework. Gender Analysis*, p.5
- ²⁸ CARE International in Vietnam (2015) *Win-Win Results: Gender Equality within Climate Change Programming*, Learning Series Issue 1, July 2015, CARE International in Vietnam, p.10.
- ²⁹ Ibid.
- ³⁰ Ibid.
- ³¹ Ibid, p7.
- ³² CARE International in Lao PDR (2015) *LAO PDR - Gender in Brief*. CARE International Lao PDR.
- ³³ Ibid, p.14.
- ³⁴ Ibid.
- ³⁵ Ibid, p.8.
- ³⁶ Whitfield, S. (2015) *Draft Gender Analysis, CARE Vanuatu Resilience Program, Tafea Province*. CARE International, p.50.
- ³⁷ CARE (2012), p.9.
- ³⁸ Ibid.
- ³⁹ Ibid, p.10.
- ⁴⁰ Ibid.
- ⁴¹ Ibid.
- ⁴² Ibid, p.11.
- ⁴³ Ibid.

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- ⁴⁴ Ibid.
- ⁴⁵ Ibid, p.12.
- ⁴⁶ Ibid.
- ⁴⁷ S. Bouchie., former Director of CARE's Basic & Girls' Education Unit. In CARE (2012), p.14.
- ⁴⁸ CARE (2012), p.13.
- ⁴⁹ Ibid, p.5.
- ⁵⁰ CARE (2016) *Understanding gender in community-based adaptation. Practitioner Brief 3*. CARE, p.6; Dazé, A., Ambrose, K. & Ehrhart, C. (2009) *Climate Vulnerability and Capacity Analysis Handbook*, CARE, p.1.
- ⁵¹ CARE has worked with an adaptation of Geeta Rao Gupta's 'Gender Program Continuum', and now looks at projects and programs in terms of where they sit in the continuum from 'harmful' to 'neutral' to 'sensitive' to 'responsive' to 'transformative'. See: <http://gendertoolkit.care.org/Pages/gender%20continuum.aspx> for more detail.
- ⁵² CARE International (n.d.) *Women's Empowerment and Engaging Men*, CARE International Strategic Impact Inquiry on Women's Empowerment, p.1.
- ⁵³ Ibid, p.4.
- ⁵⁴ Webb, J. (2016) *Transforming gender inequality and social power in adaptation: CARE's commitment and experiences*. Draft learning brief, April 2016. CARE International, p.11.
- ⁵⁵ Ibid.
- ⁵⁶ Ibid.
- ⁵⁷ CARE (2016) *Gender Equality and Women's Voice*, p.21.
- ⁵⁸ CARE International (n.d.) *Women's Empowerment and Engaging Men*, p.1.
- ⁵⁹ Ibid, p.23.
- ⁶⁰ Ibid, p.26.
- ⁶¹ Ibid.
- ⁶² Robinson (2015).
- ⁶³ Ibid.
- ⁶⁴ Ibid.
- ⁶⁵ Ibid.
- ⁶⁶ Ibid.
- ⁶⁷ Ibid.
- ⁶⁸ Ibid.
- ⁶⁹ CARE International in Vietnam (2015), p.20.
- ⁷⁰ CARE (2014) *Gender-Responsive Monitoring, Evaluation and Learning Guidance Note*, August 2014, CARE.
- ⁷¹ Robinson (2015).
- ⁷² Ibid.
- ⁷³ Robinson (2015).
- ⁷⁴ Ibid.
- ⁷⁵ In 2016, the Gender Marker will be expanded to cover long term development programming as well.