DIPLOMA IN GENDER BASED-VIOLENCE

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ASSIGNMENT THREE (3)

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1. **Explain how gender is currently addressed in policy development and program and service delivery in your organization**

**Program Summary**

The American Refugee Committee (ARC) has been implementing a GBV/protection, WASH, shelter, and NFIs program for internally displaced persons (IDP) and host communities in south Sudan. The project aims are to increase access to safe, dignified and confidential services for GBV survivors by enhancing a protective environment for vulnerable women, girls, boys and girls by prioritizing GBV prevention activities and supporting context-specific referral pathways; to provide life-saving WASH services through improving access to , sanitation facilities, hygiene supplies and information to ensure essential survival conditions and mitigate risks related to GBV, public health and nutrition for vulnerable IDPs, returnees and host communities that meet the differing needs of men, women, boys and girls; and to strengthen IDP and host community coping mechanisms an cohesion through provision of sustainable shelter support and essential shelter NFIs. Building on the work of our last OFDA-funded project, ARC established many Women’s and Girl friendly spaces across the country.

To redress this Gender, the ARC through the Food and Nutrition Security Policy and the Gender Policy recognizes the need to promote gender equality and equity as a vehicle to achieving sustainable food security. The organization is also taking practical measures to ensure that women have access to resources. Therefore this provide practical programmatic recommendations premised on addressing the underlying negative social cultural norms that widen the gender gap in the food security sector.

We also ensure that the project dovetail perfectly with organization goals and objectives of promoting gender equality and women’s empowerment

Not only that ARC is also addressing Gender currently in so many departments. During the selection of the staff the Human Resource prioritized gender as the main thing.

In GBV project, ARC is doing Prevention and Respond of GBV cases where the

Prevention and Respond officer is man and woman respectively. In this case the Gender is recognized

**Gender Mainstreaming Strategy**

Organization has put in place, through a participatory process that involves all stakeholders a Gender Mainstreaming Strategy. The strategy is communicated and disseminated to all levels of the ARC programs

**Capacity Strengthening** Gender mainstreaming training is needed for staff including field officers and government staff **Stepping Stones Approach**

ARC is addressing Gender by considering adopting the Stepping Stones approach which promotes the participatory and progressive engagement of communities in gender rather than the prescriptive and “hit-and-run” approach used by some development partners. The Stepping Stones approach does not use a prescriptive framework but allows participants, through a number of sessions, to identify gender and social exclusion issues within their communities, discuss how these factors affect the development and welfare of individuals and groups within the community and allows the participants to come up with own solutions to gender inequality and socialization  **Strengthen M&E System**

The organization is also strengthening the M&E system to enable it to capture Gender Equality and Women Empowerment outcome indicators beyond just gender. A common reporting template for the program needs is developed and have adequate space for capturing qualitative gender mainstreaming indicators.

**Male Engagement** Continued male engagement through “padre dialogues” and awareness campaigns step out to ensure that men participate in development programs and appreciate the advantages of task and responsibility sharing with their partners including child care and other reproductive roles. Discussions center on assets ownership and control and use of household income, highlighting the advantages of joint decision making in the household.

**Traditional and Religious Leaders as entry points.** American Refugee Committee utilize more traditional, political and religious leaders as entry points for the gender mainstreaming process. Community members take leaders as role models and take a cue from them and hence if leaders are empowered through training and awareness programs, the new values they acquire through training will trickle down slowly to the communities. **Awareness raising on the provisions of laws and policies on gender equality women empowerment**  The Project continue raising community awareness on provisions of laws and policies supporting gender equality and women empowerment. Provisions of the new Constitution, the Domestic Violence Act and laws relating to Wills and Inheritance can be of particular focus  **Furthermore ARC addresses the gender also through the following ways;** There is a target for men so that they are involved and participate in Gender programming activities alongside their women. There is dialogue aimed at transforming negative behaviors. Other household members including the influential members of the family such as aunts, mothers in law and elderly women are targeted with Gender messages so that they can engage in positive behavior that promotes gender equality practices.

2. **List examples of policies, programs or services where gender has been successfully addressed in your organization**

**Recruitment of staff**

During the recruitment of staff, ARC recognizes the gender by balancing the staff in equal ratio

**Girls’ education**:

Retention rates; attention given to female students; greater participation of women in community decision making; reduction in barriers to girls’ education; gender responsive curricula, teaching materials, teachers and infrastructure which take into account the different experiences and needs of boys and girls.

**Construction of Women and Girls Friendly spaces**

The organization has constructed Women and girls friendly space where they learn a lot of things from their friends and share their challenges and look for solution by themselves

**Vocational training center**

There are functional vocational training centers where women and girls get skills building, organization is ejecting a lot of money in these activities so that women and girls acquire the skills that will help them in long run to set up their own businesses

**Distribution of Dignity kids**

ARC is doing quarterly dignity kids distribution to the vulnerable women and girls

**Village saving loans association (V.S.L.A)**

Organization has also provided loans group where women contribute their money and organization pour some amount them in order to sustain the activity

**Construction of Reproductive clinic**

ARC has constructed many Reproductive clinics for women and girls

1. **How is gender analysis important in development sphere?**

A gender analysis is therefore important for recognizing the strategic invisibility of the private sphere for the operation of neoliberal capitalism and moving beyond essentialist claims of women’s biological suitability for household work to uncover the historical structures that have made it appear that way (Benería, 1999: 70). For example, Davis (1997: 104-107) points to “norms of domesticity” integral to many religions, such as the discourse of “family values” that implies women should remain in their “proper place”. Undertake a Gender Analysis to better understand the gender dynamics at play related Gender

Gender analysis is also important in identify, analyses and examine gendered vulnerabilities and underlying structural norms that affect gender mainstreaming

Explore the gendered power relations between men and women; and differences in their access to resources, priorities, needs, activities and constraints that they face in relation to each other

Identify existing policies, structures and practices that promote gender equal

Gender analysis is a tool for examining the differences between the roles that women and men play, the different levels of power they hold, their differing needs, constraints and opportunities, and the impact of these differences on their lives.

It helps in better understanding of our communities cultural set up

It promote gender equality through our work:

Gender Analysis helps us make decisions in our poverty reduction work that set the stage for gender equality

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