

Opportunities in Gender and Youth Integration: Global Survey Findings

November 8, 2022



USAID
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Connect to Simultaneous Interpretation

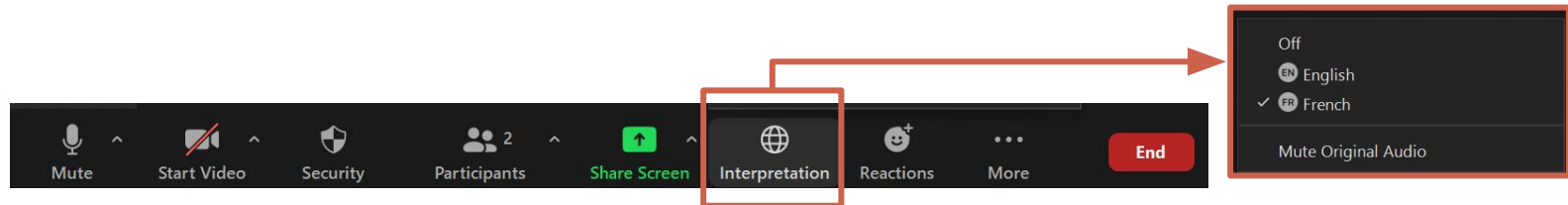
Click “interpretation” in your Zoom toolbar and select the language that you would like to hear.

Connectez-vous à l'interprétation simultanée

Cliquez sur « interprétation » dans votre barre d'outils de Zoom et sélectionnez la langue que vous souhaitez entendre.

Conéctese a la interpretación simultánea

Haga clic en “Interpretación” en su barra de herramientas de Zoom y seleccione el idioma en que le gustaría escuchar.



Gender and Youth Activity (GAYA)

GAYA works to improve the quality and impact of food security activities by addressing the **barriers and challenges** implementing partners face when **integrating gender and youth** within their activities



L'activité Genre et Jeunesse (GAYA)

GAYA travaille à l'amélioration de la qualité et de l'impact des activités de sécurité alimentaire, en abordant **les barrières et les défis** auxquels les partenaires de mise en œuvre sont confrontés lorsqu'ils **intègrent le genre et la jeunesse** dans leurs activités.

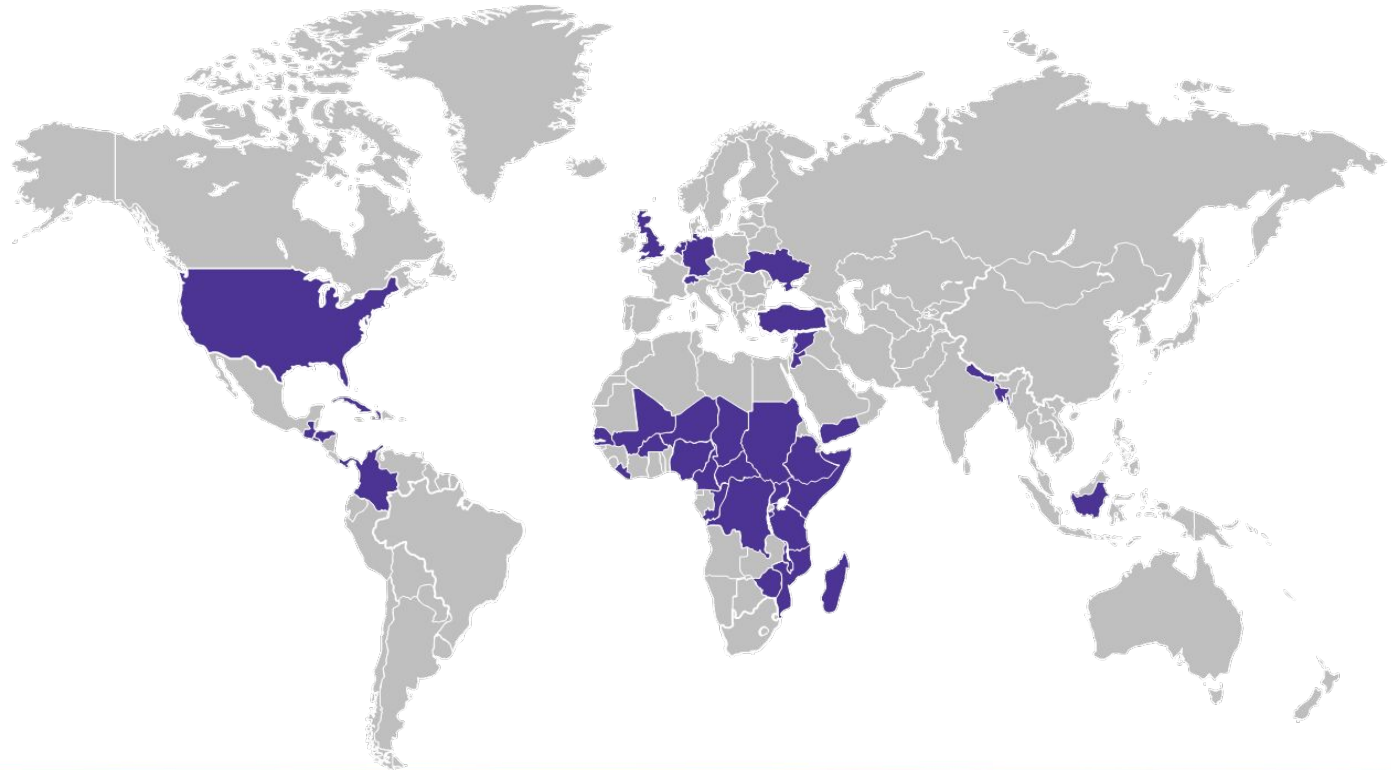
Funder: USAID/BHA, **Duration:** 2021-2026, **Implementers:** Mercy Corps, Save the Children

Research Purpose: Better understand the needs and strengths of implementing partners, and inform GAYA's intervention design



Photo Credit (Top to Bottom:): Luisa Dörr / Save the Children,
Save the Children/Allison Joyce, Paul Bettings/Save the Children

635 survey respondents from 40 countries
50 participants in qualitative data collection





**What is one finding you're
expecting to see?**

Gender and Youth
lead trying to
improve household
resilience



70%
conducted gender
analyses

50%
conducted youth
analyses



19%

never participated in
gender
analysis/assessment

33%

never participated in
youth
analysis/assessment





“Technical experts don’t feel responsible in implementing gender integration. They think responsibility is only with the gender experts.”

- FGD participant

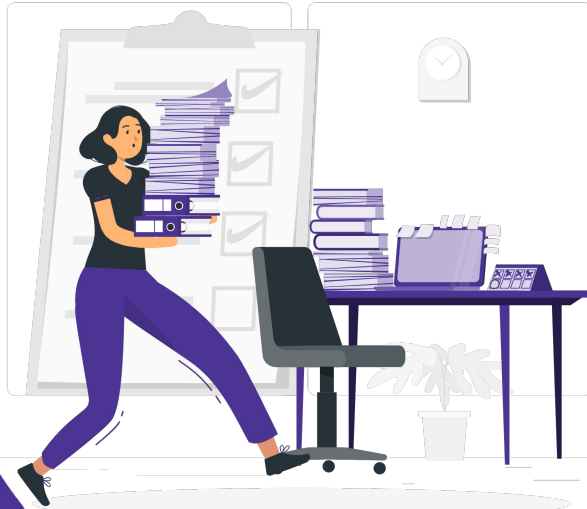
20%

did not have a
budget for gender
activities

25%

did not have a
budget for youth
activities





“We recently did a...gender and inclusion assessment with recommendations and action plans, but the difficulty is implementing those actions, with [a] lack of coordination and leadership”

Does this story resonate with you?

Send a heart or thumbs up emoji



Study Findings

1. Participation vs transformative change
2. Use of gender and youth data
3. Internally held attitudes
4. Practices and systems
5. Tools and resources



Quantitative and Qualitative Findings

- XX% (survey finding)

“XXXXXX” (quote from qualitative research)

- anonymized attribution

XXX (qualitative research trend)

Finding #1:

We often focus on the mere participation of different gender and age groups, without examining whether this participation is meaningful or whether the program makes a deliberate effort to address gender inequalities or barriers faced by young people.



Participation is constrained by attitudes

- 91% agreed that increasing women's participation is difficult because of local social attitudes

Long-standing attitudes about the role of different age-sets in society, as well as the involvement of youth in conflict, limit youth integration.

The biggest challenges when it comes to gender and youth integration were related to contextual social norms that influence the perception of gender roles.

Participation is not integration

- 17% do not think that their program addresses inequalities around gender
 - 23% do not think their program addresses gendered barriers such as safety, discrimination, stigma
- 17% do not think their program addresses barriers that youth may face

“[one barrier to change is staff] casually treating inclusion of women and youth in activities as integration.”

- IP survey launch event participant

Finding #1:

We often focus on the mere participation of different gender and age groups, without examining whether this participation is meaningful or whether the program makes a deliberate effort to address gender inequalities or barriers faced by young people.



Finding #2:

Use of gender and youth data varies widely, with some teams continuing to focus on the basic disaggregated counting of participants, and struggle to turn data into substantive program adaptation.



Design Phase

- 31% said program design and implementation were not informed by data on youth needs in the local context
 - 19% said the same about data on gender equality
- 29% said programs did not identify how responsibilities and obligations related to age may affect people's capacity to participate
 - 21% said the same for gender roles

“[our M&E team lacks] the necessary funding, expertise, and time to . . . provide the program team with an informed decision on gender and youth drawbacks and integration strategies.”

- FGD participant

Implementation phase

- 24% said monitoring and evaluation (M&E) tools do not collect data on youth participation
 - 19% said the same for gender equality
- 21% said their M&E system does not include gender sensitive indicators
- 25% said the program team does not review the gender analysis during the project cycle and adjust activities

Staff do not have qualitative indicators to measure and track gender and youth impact.

Implementation phase

Data on marginalized groups in the community, especially on disabled and LGBTQIA+ people, are also rarely available.



Evaluation phase

- 14% reported that the impact of projects on gender is not evaluated



Finding #2:

Use of gender and youth data varies widely, with some teams continuing to focus on the basic disaggregated counting of participants, and struggle to turn data into substantive program adaptation.



Finding #3:

Internally held attitudes can get in the way of real change in our teams and in the communities in which we work.



Who can facilitate/block change?

Technical experts do not have sufficient knowledge on gender and youth concepts and how it feeds into programming.



Who can facilitate/block change?

- Only 58% of respondents indicated that management in their organizations always takes gender equality seriously
- 25% reported that management never or sometimes supports program teams to promote and integrate gender equality and youth inclusion

Who can facilitate/block change?

Senior management does not make gender and youth integration a priority, as they lack a clear understanding of the benefits.

When senior management prioritizes gender and youth, it becomes everyone's responsibility and staff make time for it.



Finding #3:

Internally held attitudes can get in the way of real change in our teams and in the communities in which we work.

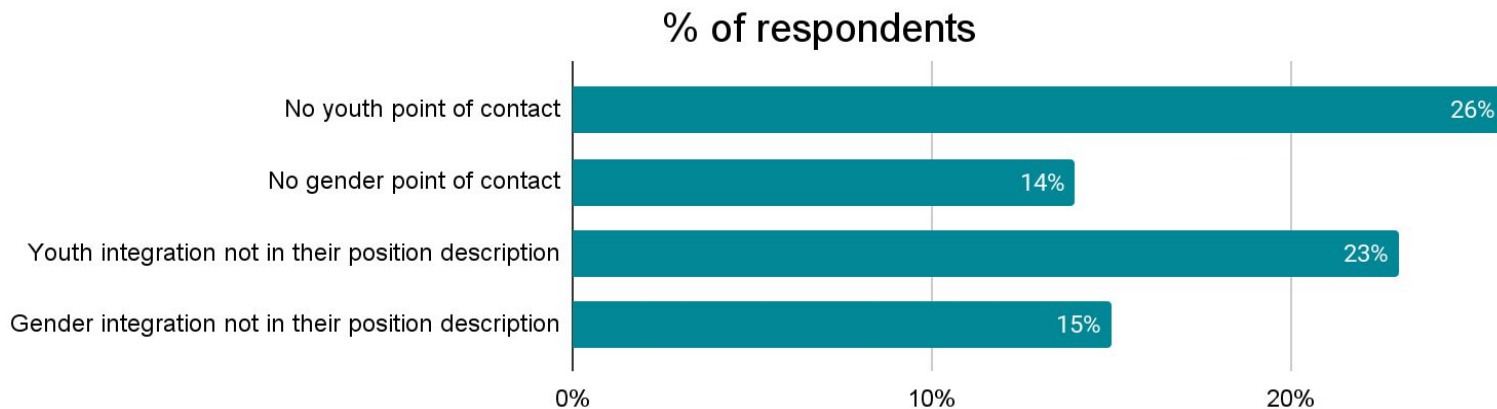


Finding #4:

Internal practices and systems are not always pro-gender or pro-youth.



Who is responsible?



Who is responsible?

- Project does not include enough staff focused on youth (28%) and gender (20%)

“it would be good to have multiple technical officers trained on gender and youth integration as they are the ones who implement.”

- FGD participant

Who is accountable?

“Internal systems and policies within different organizations at consortium level are not pro gender”

- IP survey launch event

- 40% lacked a youth participation policy
- Nearly 20% lacked a gender equality/equity policy

Finding #4:

Internal practices and systems are not always pro-gender or pro-youth.



Finding #5:

Internal and external tools and resources are not always accessible and utilized.



Less access to youth integration resources

- 40% never or sometimes have access to tools to assist in youth integration, 28% said the same for gender

Gender and youth experts did not have resources for youth integration.



Finding #5:

Internal and external tools and resources are not always accessible and utilized.



**Which finding feels most relevant to
you in your daily work?**



**What's missing from these findings?
What would you add?**

GAYA Workstreams



Photo Credit (Top to Bottom): Luisa Dörr / Save the Children, Save the Children/Allison Joyce, Paul Bettings/Save the Children

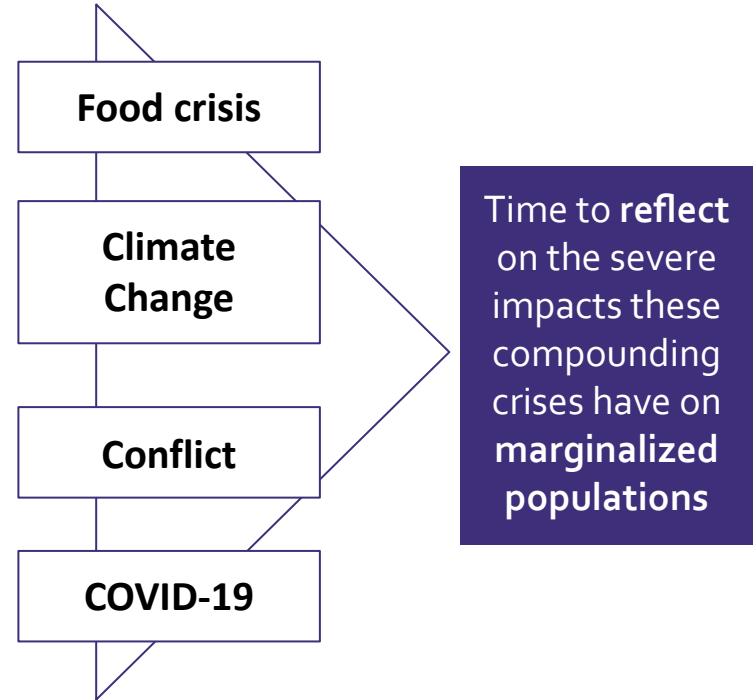
Resilience, Gender, and Youth Fellowship

- Fellows are gender, youth, and technical leads/management
- In-person and online components
- Focus: application of core gender, youth, and resilience skills and frameworks, and practicing evidence-based adaptation of program approaches



Online Discussions

- Convene discussions among implementing partners, ex:
 - Food crisis
 - Core competencies
 - Gender and youth in MEL
- Take actions identified in conversations, ex:
 - Publicizing results and resources
 - Highlighting good practice/innovations



Resource Amplification

- GAYA will amplify or adapt resources already in existence
- GAYA will package, publicize, and drive implementing partner use of proven tools, resources, and processes





**How useful do these interventions
sound to you?**

Closing and Evaluation

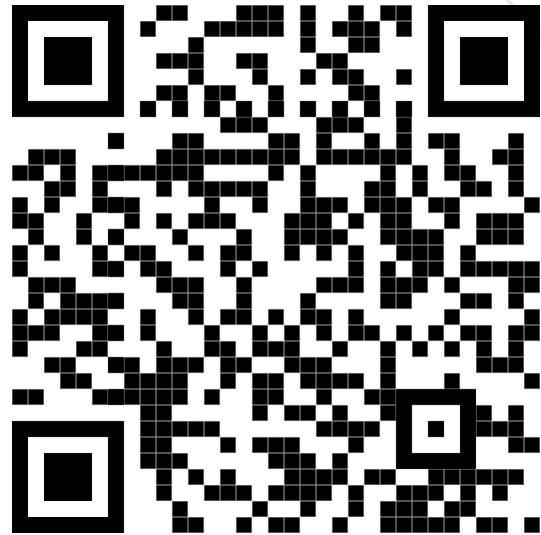


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How difficult or easy is it for you or your colleagues to participate in this event (based on timing, technology, language, etc.)?

**What about this event should
have been changed to make it
easier to participate?**

**Tell us what you
think about
GAYA's learning
agenda.**



THANK YOU

Questions? Email gaya@savechildren.org
Feedback? Email gaya@mercycorps.org



Photo Credit: Hannah Maule-ffin / Save the Children



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