

*Advancing Gender Equality
within USAID Food Security IPs
International Women's Day 2020*

Moderator



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USAID, Office of Food for Peace

Mr. Karamoja



Change is coming!

Panelists



Nelly Maina
Regional Gender Advisor
Mercy Corps



Opper Maravanyika
Technical Gender Advisor
CARE



Valerie Davis
Senior Technical Advisor,
Agriculture – Gender & Nutrition
Catholic Relief Services



Yeva Avakyan
Associate Vice President,
Gender Equality
Save the Children

Progress, challenges and opportunities in advancing gender equality and women's empowerment within food security programs

International
Women's Day
2020

*'An equal world is an
enabled world'*



Mercy Corps – USG-FFP Supported Food Security Programs

Country - DFSA	Value \$M
Democratic Republic of Congo (DRC) - South Kivu Food Security Program	36
Kenya - NAWIRI	100
Uganda - APOLOU	46
Ethiopia – RIPA (<i>sub to Catholic Relief Services</i>)	
Nepal – PAHAL (just ended in Jan 2020)	37
EFSP	
<i>Central African Republic, Colombia, DRC, Mali, Niger, Nigeria, Syria, Yemen</i>	

Gender Integration Approaches in Mercy Corps

- **Internal:** Gender, Diversity and Inclusion (GDI) Initiative
- **Programs:** Gender Equality and Social Inclusion (GESI)
 - Gender and Resilience
 - Gender, Peace and Security
 - Women's Economic Empowerment and Equality (WE3)
 - Program Cycle Integration - Gender Minimum Standards



What Works?

- Applying GDI principles - Gender balance in staffing e.g., NAWIRI in Kenya has commitment of 40% female staffing

Gender Integration Approaches in Mercy Corps

What works? *Cont.*

- Strengthening team capacity/ leadership commitment
- Innovation around gender – competitive small grants programs
- Community of Practice for Gender Specialists
- Applying relevant and evidence based models
- Strengthening safeguarding and community accountability and response mechanisms
- Regular monitoring, learning and adapting e.g., Review of GIRL model



Successes and Lessons

- **Supportive leadership** who prioritize gender are key
- **Engaging** and **training** team members is crucial for buy-in
- Importance of the Gender Advisor's place on the leadership team and **level of authority**
- Internal and **individual change** is challenging and may require external pressure
- **Monitor implementation of gender commitments** in program design
- **Diversifying livelihoods** for women and girls do not always translate into food and nutrition security
- Increased income by girls and women **challenges power dynamics** in households and community; male involvement is required to avoid protection risks



Gender Equality Within USAID Funded Activities

**Opper Maravanyika: Food
Security and Resilience
Gender Advisor, CARE
USA**

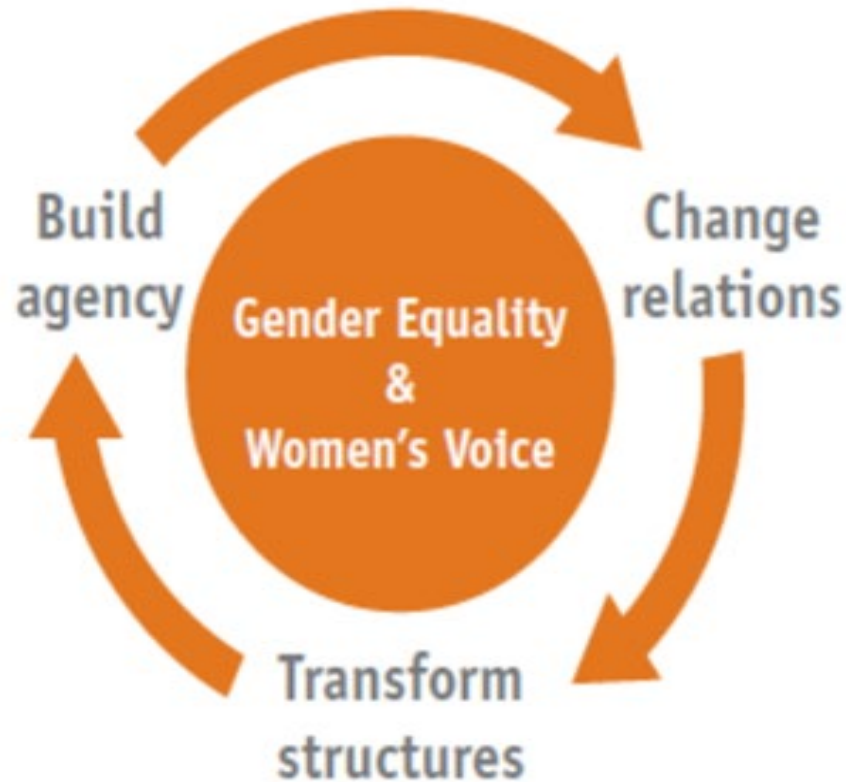
10 March, 2020

She Feeds The World Framework



CARE Gender Equality and Women's Voice

Building confidence, self-esteem and aspirations (non-formal sphere) and knowledge, skills and capabilities (formal sphere).



The power relations through which people live their lives through intimate relations and social networks (non-formal sphere) and group membership and activism, and citizen and market negotiations (formal sphere).

Discriminatory social norms, customs, values and exclusionary practices (non-formal sphere) and laws, policies, procedures and services (formal sphere).



Gender Equity and Diversity Training for staff

- To build skills of staff members within the organization, to deepen their sensitivity to power dynamics, to value differences, and to learn how to utilize the rich diversity within CARE

Prevention of Sexual Exploitation and Abuse

- At the heart of CARE's efforts to impact poverty and social justice is its engagement with marginalized communities, and vulnerable adults and children.
- Vulnerable adults and children are particularly at risk of sexual exploitation and abuse.
- Through building capacity of staff and implementation of related actions, CARE is committed to the protection from sexual exploitation and abuse (PSEA) of vulnerable adults and children, involving CARE Employees and Related Personnel.

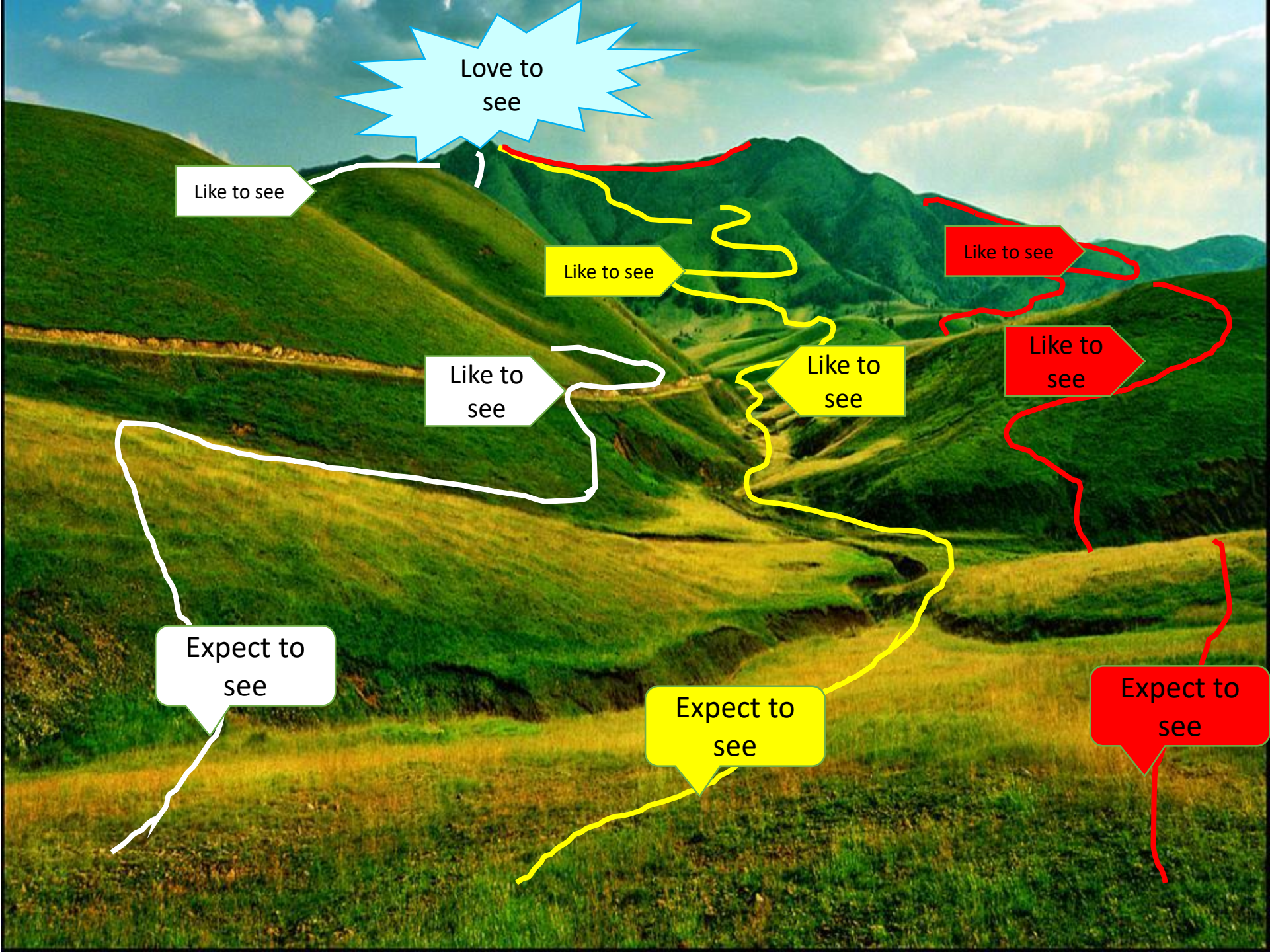
Gender Staff Transformation at the Centre of FFP Programming



- Frank discussions amongst staff make the process of gender norm change accessible, personal, relevant, and real
- Teams report that they have greater empathy with the communities they work with
- Discussions also helped staff to understand the nuances in power dynamics
- Staff celebrate some of the early behavior changes, while still maintaining high aspirations for social transformation.
- Staff have found that improvement in their own household relations has convinced them of the benefits of more equal gender relations

Male Engagement Model





Love to see

Like to see

Like to see

Like to see

Like to see

Like to see

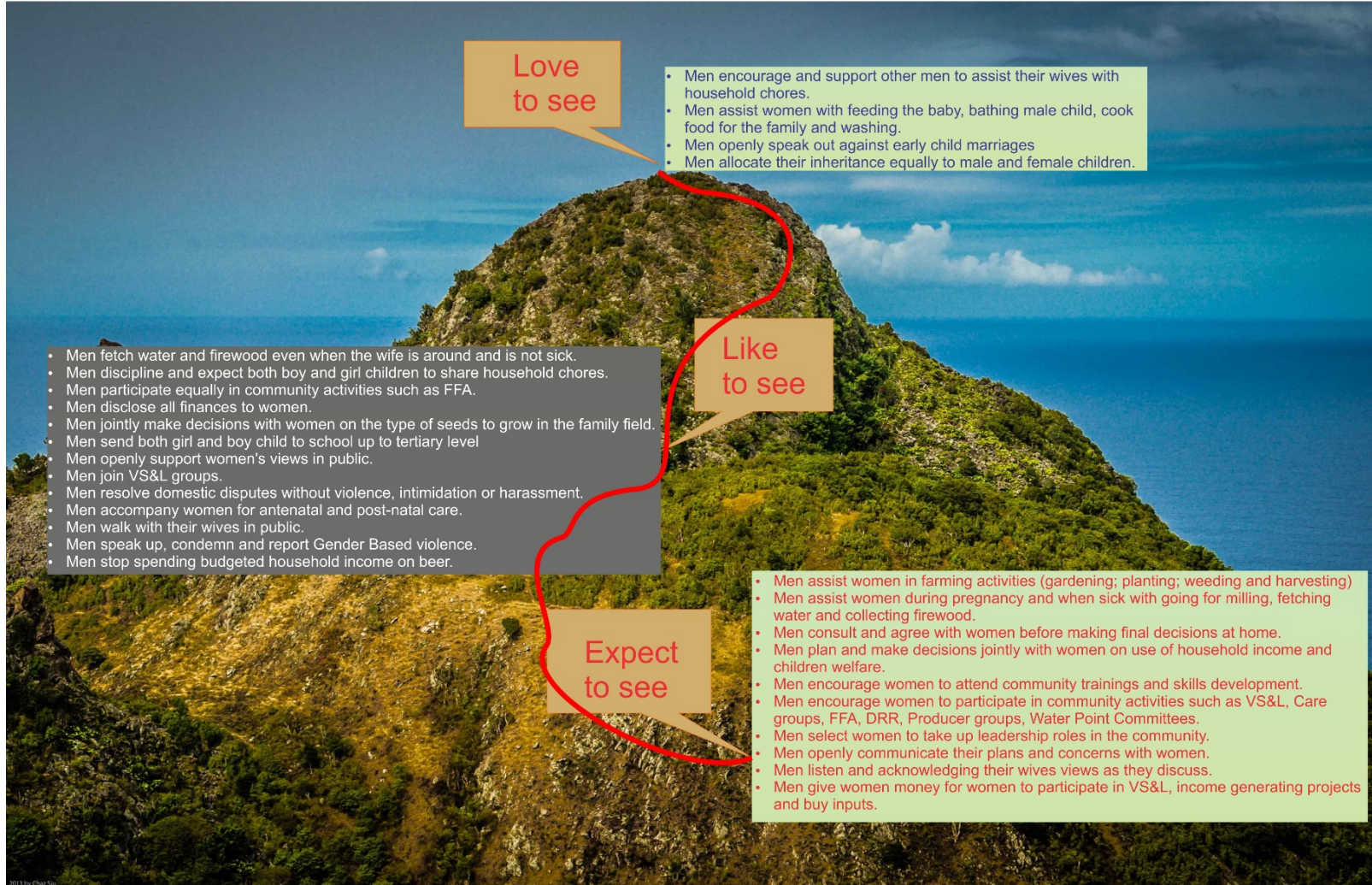
Like to see

Expect to see

Expect to see

Expect to see

ENSURE Graduated Set of Gender Progress Markers for Men





Gender Equality & Food Security Programming

Valerie Davis

Senior Technical Advisor, Agriculture – Gender & Nutrition

faith. action. results.

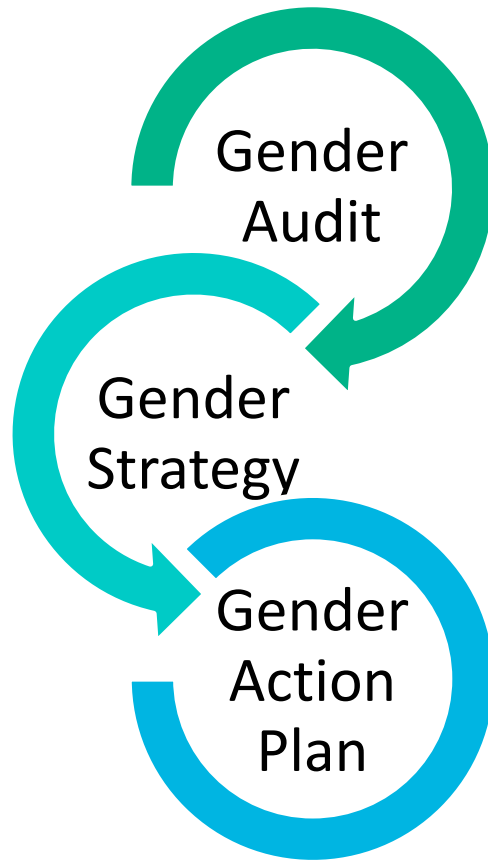
CRS-led FFP Development Food Security Activity

Country	Award Name	Timeframe	Amount (Cash + In-Kind + Mtz)
Burundi	AMASHIGA	2014-2020	\$46,499,828
DRC	DRC DFAP	2016-2021	\$ 38,090,975
Ethiopia	Title II DFAP- Productive Safety Net Program (PSNP) IV	2016-2021	\$ 97,059,602
Uganda	Nuyok	2017-2022	\$ 33,973,423
Niger	Girma	2018-2023	\$ 69,997,739
Kenya	MILE	2019-2024	\$ 86,300,000
Madagascar	Maharo	2019-2024	\$ 44,862,074

ATTRACT.
RETAIN.
ADVANCE.



Advancing Gender Equality - CRS Ethiopia Program



2010

Gender at output & activity level, cross-cutting

CRS gender officer (1); partners officer (2 a@ HQ); SILC agents were GFP

Limited budget in proposal; only for gender analysis

2020

Purpose level and downwards

CRS: DCoP, officers (3)
Partners: program managers, experts at HQ and woreda level (20-21)

Budget at proposal phase for CRS & partners

Partners: gender audit, strategy, action plan, gender unit



“Previously, I didn’t even know how to talk in front of people but, since the training, I have become confident to stand before people and express myself. Had it not been for my participation in the program, I wouldn’t be able to obtain all of these benefits.”
Miskiya proudly stated.

Miskiya Abdulla, a CAHW in Lencha kebele of Midlega Tola Woreda; East Hararghe Zone of Oromia Region. Photo by Mercy Corps



Save the Children®

GENDER EQUALITY



Yeva Avakyan

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INSIDE OUT

Organize – Program – Advocate – Partner



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ORGANIZE

for GENDER EQUALITY

- GENDER EQUALITY SELF-ASSESSMENT
- GENDER EQUALITY KPIs
- INTERNAL GENDER ARCHITECTURE
- CLOSING THE GENDER PAY GAP



PROGRAM
for GENDER EQUALITY

- GENDER STANDARDS
- CHILD-CENTERED GESI ANALYSIS
- THEMATIC PRIORITIES





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THANK YOU!

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Questions?



Thank You

