

**ICN National Bilingual (French / English)  
Webinar on Gender Equality to support  
Small and Medium-Sized Organizations with Interest in  
Applying to GAC's Development Impact Window  
Preliminary Call for Proposals**

**December 11, 2017**

# HOST

- The Inter-Council Network (ICN) is a coalition of the eight Provincial and Regional Councils for International Cooperation. These independent member-based Councils are committed to global social justice and social change, and represent nearly 400 diverse civil society organizations (CSOs) from across Canada. The ICN provides a national forum in which the Councils collaborate for improved effectiveness and identify common priorities for collective action. Rooted in communities across Canada, they are leaders in public engagement at a local and regional level, and are recognized for bringing regional knowledge and priorities to the national level.

# PRESENTER



Karen Craggs-Milne is leading Canadian gender equality and inclusion expert. She is widely recognized as a go-to person for enabling organizations to implement on Canada's commitments to gender equality and inclusion, domestically and internationally. A White House recognized Gender Equality Changemaker (2016), Karen is passionate about delivering on Global Equality and helping others learn the practical skills to do the same.

For more information: [www.KarenCraggs.com](http://www.KarenCraggs.com)

# OBJECTIVES

- 1) To present a consolidated overview of the various gender equality requirements in the new SMO call for proposals
- 2) To increase understanding of what is expected, and how to 'do business differently'

# GUIDING DOCUMENTS

- Call for proposals
- Application form
- Funding Guidance
- How we assess your proposals
- Sustainable Development Goals
- ODA Accountability Act
- Human Rights Guidelines
- Canada's Feminist International Assistance Policy
- GAC GE Policy
- GE Framework
- GBA+ Resources
- RBM – How to guide & GE Tip Sheet
- GAC Webinar on Call for Proposals

# FEMINIST INTERNATIONAL ASSISTANCE POLICY

## 6 priority areas:

1. **Gender equality and the empowerment of women and girls**, sexual and gender based violence, supporting local women's rights organizations and movements, improving public sector institutional capacity (programs and technical assistance), stronger evidence base on gender equality (policy research and data collection).
2. **Human dignity**, covering humanitarian assistance, health, education and nutrition;
3. **Growth that works for everyone**, which targets areas such as sustainable agriculture, green technologies and renewable energy;
4. **Environment and climate action** focusing on adaptation and mitigation, as well as on water management;
5. **Inclusive governance**, including democracy, human rights and the rule of law; and
6. **Peace and security**, by promoting inclusive peace processes and combatting gender-based violence.

# ALIGNMENT & FIT

- 1) 6 FIAP areas
- 2) 17 SDGs
- 3) 5 Official Development Assistance (ODA) Priorities
- 4) Universal Declaration of Human Rights (30)
- 5) Regional, National and International Commitments

# CANADA'S 5 ODA PRIORITIES

Canada's thematic priorities for international assistance contribute to poverty reduction:

1. Food Security
2. Children and Youth
3. Sustainable Economic Growth
4. Democracy
5. Security and Stability

Crosscutting themes of environmental sustainability, gender equality, and governance also contribute to poverty reduction.



KAREN CRAGGS

# 17 SUSTAINABLE DEVELOPMENT GOALS



# 30 HUMAN RIGHTS

[http://hrlibrary.umn.edu/edumat/hreduseries/hereandnow/Part-5/8\\_udhr-abbrev.htm](http://hrlibrary.umn.edu/edumat/hreduseries/hereandnow/Part-5/8_udhr-abbrev.htm)

Article 1 - Right to Equality

Article 2 - Freedom from Discrimination

Article 3 - Right to Life, Liberty, Personal Security

Article 4 - Freedom from Slavery

Article 5 - Freedom from Torture and Degrading Treatment

Article 6 - Right to Recognition as a Person before the Law

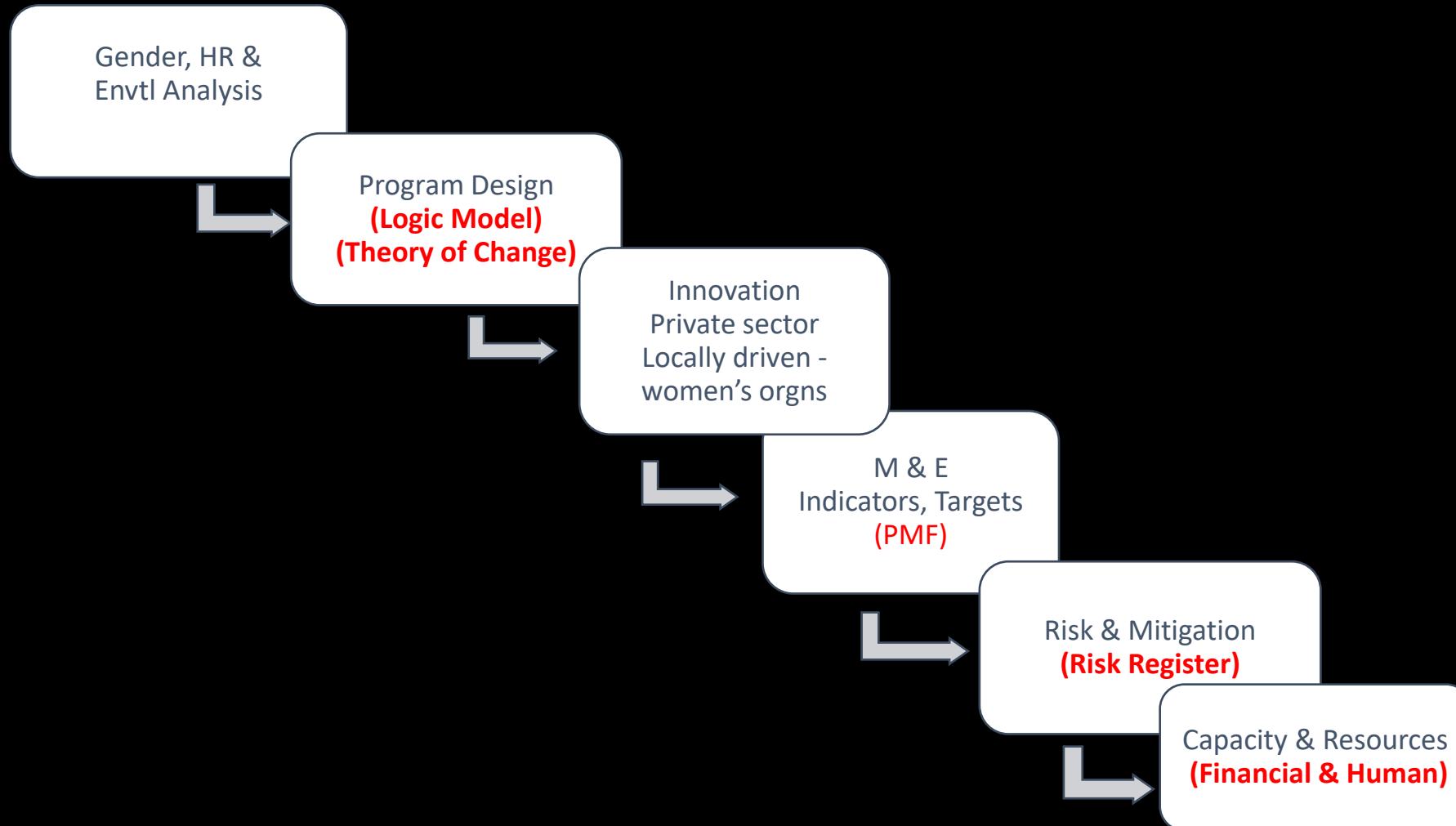
Article 7- Right to Equality before the Law

Article 8 - Right to Remedy by Competent Tribunal

Article 9 - Freedom from Arbitrary Arrest and Exile

Article 10 – Right to Fair Public Hearing

# GENDER EQUALITY, HUMAN RIGHTS & ENVIRONMENTAL SUSTAINABILITY ANALYSES SHOULD INFORM THE WHOLE PROGRAM



# GAC's NEW PROGRAM TYPOLOGY

“No less than 95% of GAC’s bilateral international development assistance initiatives will **target** or **integrate** gender equality and empowerment of women and girls”

TYPE OF GENDER EQUALITY PROGRAM	CHARACTERISTICS
Targets gender equality	The sole purpose of the project is to address gender equality
Integrates gender equality fully	The project promotes changes for gender equality at level of behaviours, practice or performance. For example changes in gender-based entrenched attitudes, harmful practices, traditions, gender roles and responsibilities, policy, social action, decision-making.
Integrates gender equality partially	The project promotes changes for gender equality through capacities, skills, awareness, knowledge, addressing gender specific needs

# GE IN RBM

## GENDER TARGETED – AT ALL LEVELS

ULTIMATE			
INTERMEDIATE			
IMMEDIATE			

CHANGES IN THE  
STATE / CONDITION  
OF GENDER EQUALITY

## FULLY INTEGRATED - GE CHANGES AT INTERMEDIATE LEVEL

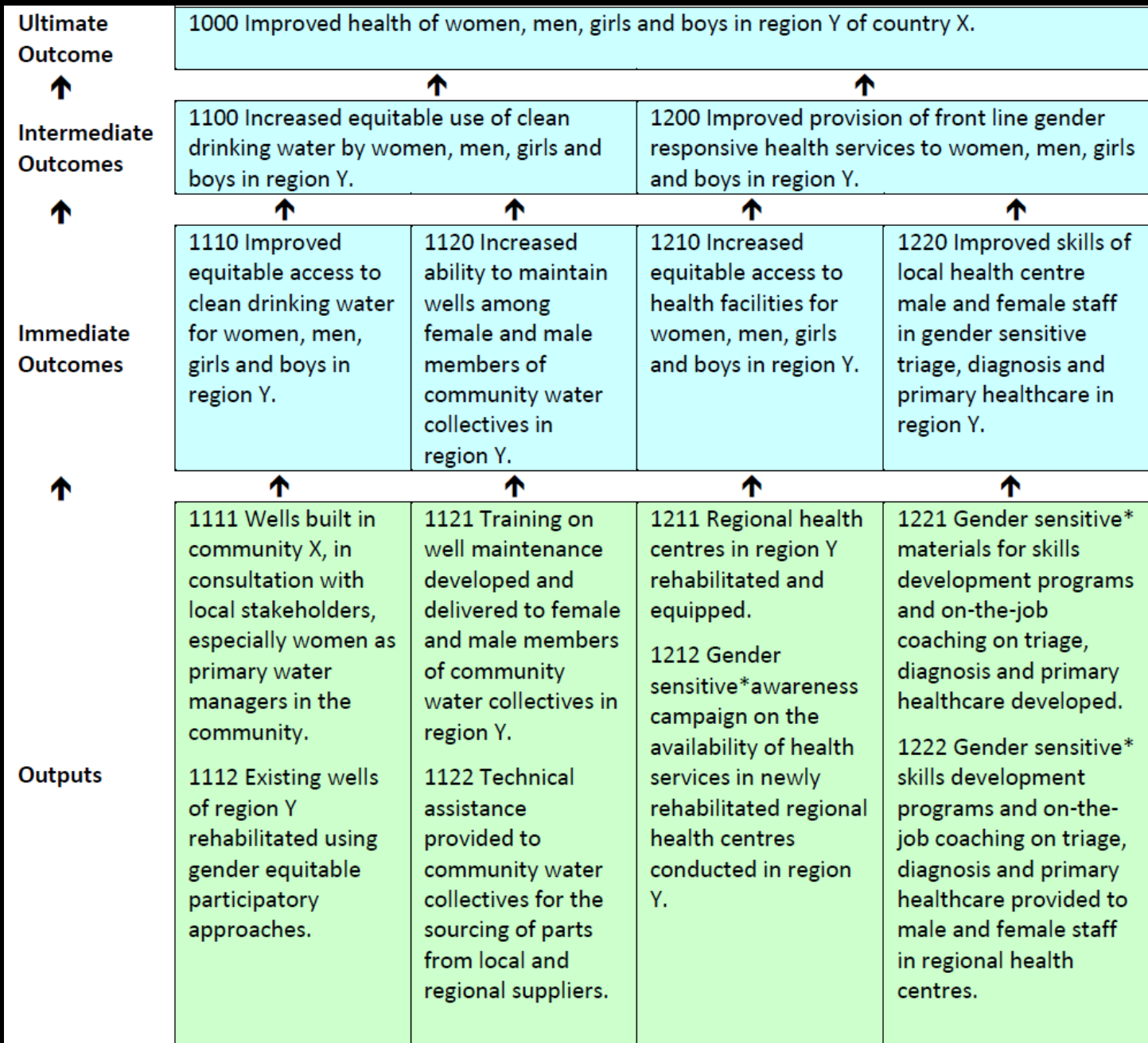
ULTIMATE			
INTERMEDIATE			
IMMEDIATE			

CHANGES IN GENDER  
EQUALITY IN  
BEHAVIOUR,  
PRACTICE,  
PERFORMANCE

## PARTIALLY INTEGRATED: CHANGE AT IMMEDIATE LEVEL ONLY

ULTIMATE			
INTERMEDIATE			
IMMEDIATE			

CHANGES IN  
ATTITUDES, VALUES,  
SKILLS & CAPACITIES  
IN GENDER EQUALITY



# GENDER EQUALITY OUTCOMES

- Are describable or measurable changes that explicitly address a **reduction in gender inequality**, or an **improvement in gender equality** between women and men, girls and boys.

## 3 LEVELS OF CHANGE:

- Overall state / condition of gender equality
- Policies, behaviours, practice or performance.
- Capacities, skills, awareness, knowledge, addressing gender-specific needs

- What are some result statements that would measure changes in gender equality related to

Sexual and gender based violence

Supporting local women's organizations / movements

Public sector capacity to meet differential needs of women and men

Health / Education / Nutrition

Agriculture, green technology, renewable energy

# GAC's 3 GE OBJECTIVES:

## Possible results statements

<b>1. Decision Making</b> - More equal participation of women with men as decision makers in shaping the sustainable development of their societies.	<b>1.1 Capacity for public participation.</b> Increased capacity of women and women's organizations for advocacy and for participation in public life and decision making.  <b>1.2 Representation among decision makers.</b> Increased representation of women in democratic processes and in decision making positions in the partner institution, target sector, partner community.  <b>1.3 Household and individual decision making.</b> More equal power relations between women and men at the household level, increased decision making capacity of individual women.
<b>2. Rights</b> - Women and girls more able to realize their full human rights.	<b>2.1 Legal system.</b> Strengthened promotion and protection of the human rights of women and girls in law and the action of police, prosecutors, judges, and courts.  <b>2.2 Public awareness.</b> Increased knowledge and recognition by the general public (women and men) and decision makers of the human rights of women and girls.  <b>2.3 Response to gender-specific rights violations.</b> Improved services and mechanisms responding to gender-specific constraints on rights or rights violations (e.g., violence against women/girls, trafficking, sexual violence in conflict zones).
<b>3. Development Resources and Benefits.</b> Reduced inequalities between women and men in access to and control over the resources and benefits of development.	<b>3.1 Livelihoods and productive assets.</b> Increased control by women over productive assets (land, capital/credit, technology, skills) and increased access to decent work.  <b>3.2 Institutional capacity.</b> Increased capacity of partner institutions, governments and civil society organizations to design and implement policies, programs and projects that reflect the priorities and interests of both women and men.  <b>3.3 Policy change.</b> Adoption of policies supporting gender equality by institutions that manage development resources and benefits (i.e., policies responding to the different priorities and interests of women/men, girls/boys).  <b>3.4 Well-being and basic needs.</b> Access by women to basic and appropriate services that support well-being and quality of life.



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# PUT IT ALL TOGETHER



AT LEAST 6 FEMINIST PILLARS	AT LEAST ONE OF 3 GE OBJECTIVES	AT LEAST ONE OF 3 TYPES
<ol style="list-style-type: none"> <li><b>Gender equality and the empowerment of women and girls</b></li> <li><b>Human dignity</b>, health, education and nutrition;</li> <li><b>Growth that works for everyone</b> sustainable agriculture, green technologies and renewable energy;</li> <li><b>Environment and climate action</b> adaptation and mitigation, water management;</li> <li><b>Inclusive governance</b>, including democracy, human rights and the rule of law; and</li> <li><b>Peace and security</b>, by promoting inclusive peace processes and combatting gender-based violence.</li> </ol>	<ol style="list-style-type: none"> <li>More equal participation of women and men as <b>decision-makers</b></li> <li>Women and Girls more able to <b>realize their human rights</b></li> <li>Reduced inequalities between women and men in <b>access to and control</b> over resources and benefits</li> </ol>	<ol style="list-style-type: none"> <li>Gender targeted</li> <li>Gender integrated fully</li> <li>Gender integrated partially</li> </ol>

# GENDER TERMINOLOGY

- **GENDER BALANCED** – promoting equal numbers
- **GENDER EQUITABLE** – re-distributive / proportional allocation of resources
- **GENDER RESPONSIVE** – responding to differential needs/priorities etc
- **GENDER SENSITIVE** – informed by gender equality dimensions

# GE IN PROJECT ACTIVITIES

## ACTIVITIES TO PROMOTE GENDER EQUALITY

- Training on gender equality and rights

## ACTIVITIES TO PROMOTE EQUITY – GENDER SPECIFIC NEEDS

- Coupons for daycare so mothers can attend educational classes

## - GENDER SENSITIVE ACTIVITIES

- Training on new farming techniques for both women and men farmers

# RISK & MITIGATING STRATEGIES

TYPE OF RISK	RISK	LIKELIHOOD & IMPACT	STRATEGY
OPERATIONAL (from internal programmatic issues)			
DEVELOPMENTAL (external interruptions)			
FINANCIAL (fiduciary issues)			

# RESOURCES

## HUMAN

### Expertise and capacity to deliver

- Roles & Responsibilities
  - Who will support GE compliance in Canada?
  - Who will support local implementation?
  - Which local groups will you work with?
  - How will you engage Ministry of Gender etc

## FINANCIAL

### Budget

- Salaries – Canada + Overseas
- Staff Orientation / Training / Learning meetings
- Partnerships
- GE Project activities
  - GE in baseline process
  - GE in community analysis
  - Equity budget

# GENDER BASED ANALYSIS

- GBA answers two questions:
  - 1) What is the gender equality situation right now and why?
  - 2) What does this mean for your project?
- When to do a GBA?  
GBA – many stages – prelim proposal, full proposal, project start up
- What tools to do a GBA?  
Several tools including Harvard Analytical Framework  
Key question: Differential needs, differential impacts, so what?
- How to use a GBA?  
Baseline -> Community Based Analysis -> Strategy -> Action Plan

# THEORY OF CHANGE

The project will contribute to **Ultimate Outcome X** by achieving intermediate outcomes **Y** and **Z**.

Explain assumptions

GE & HR analysis (barriers, inequalities, existing power structures).

What the project will do to address these issues and do no harm

The contribution or impact of other actors including GE actors

Key risks and response strategies

how participation will be fostered across broad ranges of stakeholders

Evidence, best practice, lessons learned to justify assumptions, risks and external factors (with in-text citation if possible).

Intermediate outcome **Y** will be realized through immediate outcomes **S, R and T**.

Same as above

Intermediate outcome **Z** will be realized through immediate outcomes **L,M,N**

Same as above

The project will ensure overall **sustainability of results** over the long-term, highlighting actors, assumptions and plans that will ensure sustainability

# RELEVANT EXPERIENCE

- A result achieved and a risk managed in gender equality
- Lessons learned and course corrections adopted
- Administration,
- Local capacity,
- Coordination/harmonization and
- Sustainability of GE results

# GENDER SENSITIVE INDICATORS

- Can be defined as a quantitative or qualitative unit of measure to gauge **changes (outcomes) in gender equality**.
- All data relating to people should also be disaggregated by sex, age and other factors of identity such as class, race, caste, ethnicity, culture and abilities (where possible). This serves to expose hidden trends by rendering all people visible, particularly marginalized and vulnerable groups that are implicated by an initiative.

# GENDER EQUALITY INDICATORS

- What are some indicators that would measure changes in **gender equality** related to:
  - Education
  - Employment
  - Health
  - Government policies

# GE IN PMF

- Always disaggregate by sex, age..
- Targets need to be proportional
- Qualitative and quantitative

Result	Indicator	Baseline	Target	Actual Data 1	Actual Data 2	Actual Data 3	Sources
Increased literacy rates for girls and boys in Grade 12	Rate of literacy	10% boys 5% for girls	50% boys 30% girls	15% boys 10% girls	20% boys 20% girls	25% boys 40% girls	

# QUESTIONS & ANSWERS



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THANK YOU