



Annex I - Gender Sensitive Approach Background Information

Cera Europe



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Expected Outcomes

The expected outcomes for a workshop on youth workers focusing on gender-responsive approaches could include:

1. **Increased Awareness:** Participants will gain a deeper understanding of gender dynamics, stereotypes, and inequalities within their communities and organizations.
2. **Enhanced Knowledge:** Participants will acquire knowledge about the principles and key components of gender-responsive approaches and their relevance in youth work and programming.
3. **Improved Skills:** Participants will develop practical skills and strategies for integrating gender considerations into their youth projects, programs, and activities.
4. **Empowered Action:** Participants will feel empowered to advocate for gender equality and inclusivity within their organizations, communities, and broader social contexts.
5. **Enhanced Capacity:** Participants will build their capacity to conduct gender analysis, design gender-responsive interventions, and promote meaningful participation and empowerment of all genders in youth initiatives.



6. Strengthened Partnerships: Participants will establish connections and networks with other youth workers, organizations, and stakeholders committed to advancing gender equality and social justice.
7. Increased Commitment: Participants will commit to mainstreaming gender-responsive approaches into their work and promoting gender equality as a fundamental principle of youth development and empowerment.
8. Improved Project Outcomes: Participants' projects and initiatives will be more inclusive, effective, and impactful, leading to better outcomes for young people of all genders.
9. Cultural and Organizational Change: Participants will contribute to cultural and organizational shifts towards greater gender equality and inclusivity within their organizations and communities.
10. Long-Term Impact: The workshop will contribute to creating lasting change by fostering a culture of gender equality, diversity, and social justice within the youth work sector and beyond.



Gender Responsive Approach

A gender-responsive approach is a framework or strategy that acknowledges and addresses the differing needs, experiences, and realities of individuals based on their gender identity. It aims to promote gender equality and empower all genders by ensuring that policies, programs, services, and interventions consider and respond to gender dynamics in a meaningful way.

Key principles of a gender-responsive approach include:

1. **Recognition of Gender Differences:** Acknowledging that men, women, and gender-diverse individuals may experience social, economic, and political realities differently due to gender norms, roles, and power dynamics.
2. **Promotion of Gender Equality:** Working towards achieving gender equality by challenging and transforming unequal gender norms, stereotypes, and discriminatory practices that perpetuate inequality and marginalization.
3. **Inclusion and Participation:** Ensuring the meaningful participation and representation of all genders in decision-making processes, program design, implementation, and evaluation.
4. **Gender Analysis and Data Collection:** Conducting gender analysis to systematically assess the differential impacts of policies and programs on different genders and using gender-disaggregated data to inform evidence-based decision-making.



5. Tailored Interventions and Services: Designing interventions, services, and programs that are responsive to the specific needs, priorities, and aspirations of different genders, taking into account their diverse contexts and experiences.
6. Capacity Building and Empowerment: Building the capacity of individuals, organizations, and communities to recognize and address gender inequalities and to promote gender-sensitive practices and policies.
7. Accountability and Monitoring: Holding institutions, governments, and organizations accountable for promoting gender equality and ensuring that gender-responsive approaches are mainstreamed into all policies and programs.

A gender-responsive approach is essential for achieving sustainable development, social justice, and human rights for all genders. It recognizes that gender equality is not only a goal in itself but also a prerequisite for achieving broader development outcomes and addressing complex societal challenges.



Gender Sensitive Approach: Example

Example: Youth Leadership Development Program

Background: A local non-profit organization is planning a youth leadership development program aimed at empowering young people from diverse backgrounds to become active leaders in their communities. The organization recognizes the importance of integrating a gender-sensitive approach to ensure that the program effectively addresses the needs and aspirations of all youth participants, regardless of gender identity.



Key Components of the Gender-Sensitive Approach:

1. Inclusive Recruitment and Outreach:

- The organization ensures that recruitment materials and outreach efforts are inclusive and accessible to youth of all genders.

2. Gender-Responsive Curriculum Design:

- Topics such as gender equality, healthy relationships, and gender-based violence prevention are integrated into the curriculum to promote critical reflection and dialogue on gender issues.

3. Facilitator Training and Capacity Building:

- Facilitators are equipped with the knowledge and skills to create a safe and supportive environment for all participants, where diverse voices are heard and respected.

4. Gender-Equal Participation and Leadership Opportunities:

- The program actively promotes gender-equal participation and leadership opportunities for all youth participants.

5. Safe and inclusive Spaces:

- The organization creates safe and inclusive spaces where youth of all genders feel comfortable expressing themselves and sharing their experiences.

Gender Responsive Approach: Example

Expected Outcomes:

- Increased confidence and leadership skills among all youth participants, regardless of gender.
- Greater awareness and understanding of gender issues and inequalities among program participants and facilitators.
- Enhanced sense of belonging and community among youth from diverse gender backgrounds.
- Tangible actions and initiatives led by youth to promote gender equality and social justice in their communities.
- Long-term cultural and organizational change within the organization, with a commitment to gender-sensitive approaches in all youth programming initiatives.

By implementing a gender-sensitive approach, the organization ensures that its youth leadership development program is inclusive, empowering, and responsive to the diverse needs and experiences of all young people, contributing to positive social change and gender equality.



Good Practices 4 Gender Sensitive Approach

- **Gender Equality and Women's Empowerment**

Project Name: Sustainable Tourism Based on Public-Private Partnership

https://www.jica.go.jp/Resource/english/our_work/thematic_issues/gender/responsive/c8h0vm0000f3jogg-att/20150318_02_en.pdf

- **Gender Sensitive Practices in Parliament**

https://eige.europa.eu/gender-mainstreaming/toolkits/gender-sensitive-parliaments/examples-gender-sensitive-practices-parliaments?language_content_entity=en

Trainer & Facilitator can choose one or more than one of the good practices in the link depends on the topic and country.



Can Gender Mainstreaming Address Gender Disparities And Promote Gender Equality?

Gender mainstreaming is a crucial strategy for addressing gender disparities and promoting gender equality within youth programs and projects. By integrating gender considerations into all aspects of program design, implementation, monitoring, and evaluation, gender mainstreaming seeks to ensure that the needs, experiences, and perspectives of all genders are recognized and addressed. Here's how gender mainstreaming can contribute to promoting gender equality within youth programs and projects:

1. **Identifying Gender Disparities:** Gender mainstreaming involves conducting gender analysis to identify existing gender disparities and inequalities within youth populations. This analysis helps program planners understand how gender norms, roles, and power dynamics impact young people differently based on their gender identity.
2. **Addressing Gender Stereotypes and Norms:** Gender mainstreaming challenges harmful stereotypes and gender norms that perpetuate inequality and limit the opportunities and choices available to young people. By promoting positive and non-binary representations of gender, youth programs can create inclusive environments where all young people feel valued and respected.



3. **Equal Access to Opportunities:** Gender mainstreaming ensures that youth programs provide equal access to opportunities and resources for all genders. This includes addressing barriers that may prevent girls, young women, LGBTQ+ youth, and other marginalized groups from participating fully in program activities, such as lack of transportation, cultural norms, or discrimination.
4. **Promoting Gender-Equal Participation:** Gender mainstreaming encourages gender-equal participation and leadership opportunities within youth programs. This involves creating spaces where young people of all genders feel empowered to voice their opinions, contribute ideas, and take on leadership roles. By challenging traditional notions of leadership and promoting diverse leadership styles, youth programs can empower young people to become agents of change in their communities.
5. **Ensuring Gender-Sensitive Programming:** Gender mainstreaming involves designing program content and activities that are sensitive to the needs and experiences of all genders. This may include incorporating topics such as gender equality, sexual and reproductive health, and gender-based violence prevention into program curricula. By addressing gender-specific issues and concerns, youth programs can better meet the diverse needs of their participants.



6. Building Gender-Responsive Partnerships: Gender mainstreaming involves collaborating with diverse stakeholders, including youth organizations, government agencies, and community groups, to promote gender equality and social justice. By building alliances and partnerships that prioritize gender equality, youth programs can amplify their impact and create sustainable change at the community level.

Overall, gender mainstreaming is a powerful tool for promoting gender equality within youth programs and projects. By integrating gender considerations into all aspects of program planning and implementation, youth programs can create inclusive and empowering environments that support the full participation and potential of all young people, regardless of their gender identity.



Gender Mainstreaming





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5W + 1H of Gender Mainstreaming

COUNCIL OF EUROPE SAYS THAT

<https://www.coe.int/en/web/genderequality/what-is-gender-mainstreaming>

COUNCIL OF EUROPE DO

<https://vimeo.com/274713244>



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Gender Mainstreaming Example

UNDCP - United Nations International Drug Control Programme: Alternative Development Work in Peru

<https://www.un.org/womenwatch/osagi/gmgoodpracexpl.htm>



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Gender Responsive Project Planning

1. Introduction to Gender-Responsive Project Planning:

- Start by introducing the concept of gender-responsive project planning and its importance in promoting gender equality and inclusivity.
- Explain that gender-responsive project planning involves considering and addressing the differing needs, experiences, and priorities of individuals based on their gender identity.

2. Understanding Gender Analysis:

- Emphasize the significance of conducting a gender analysis at the outset of the project planning process.
- Explain that a gender analysis involves systematically examining how gender norms, roles, and power dynamics shape the project context and impact different groups of people.
- Highlight the importance of collecting gender-disaggregated data and conducting consultations with diverse stakeholders to inform the gender analysis.



3. Setting Gender-Responsive Goals and Objectives:

- Guide participants through the process of setting gender-responsive goals and objectives for their project.
- Encourage participants to consider how addressing gender disparities and promoting gender equality align with the overall project goals and objectives.
- Emphasize the importance of setting specific, measurable, achievable, relevant, and time-bound (SMART) objectives that address gender-related issues identified in the gender analysis.

4. Designing Gender-Inclusive Interventions:

- Discuss strategies for designing interventions that are inclusive and responsive to the needs of all genders.
- Encourage participants to brainstorm ways to adapt project activities, services, and approaches to better meet the needs of diverse gender groups.
- Provide examples of gender-inclusive programming and interventions from relevant sectors, such as education, health, and economic development.



5. Incorporating Gender Considerations into Monitoring and Evaluation:

- Explain the importance of incorporating gender considerations into the project's monitoring and evaluation framework.
- Discuss how gender-sensitive indicators can be developed to track progress and measure the impact of project interventions on different gender groups.
- Encourage participants to consider how gender-related outcomes will be assessed and reported throughout the project cycle.

6. Ensuring Gender-Responsive Budgeting and Resource Allocation:

- Highlight the need to allocate resources and budgetary allocations in a gender-responsive manner.
- Discuss strategies for prioritizing investments in gender equality and women's empowerment within project budgets.
- Encourage participants to consider how resource allocation decisions can be guided by the findings of the gender analysis and the project's gender-responsive goals and objectives.

7. Building Capacity for Gender-Responsive Action:

- Provide training and capacity-building opportunities for project staff and stakeholders on gender equality, gender mainstreaming, and gender-responsive project management.
- Facilitate discussions and workshops to raise awareness and build skills in gender analysis, gender-sensitive programming, and inclusive communication practices.

8. Promoting Gender-Responsive Partnerships and Collaboration:

- Encourage participants to foster partnerships and collaborations with organizations and stakeholders committed to promoting gender equality and social justice.
- Highlight the importance of engaging diverse stakeholders, including women's organizations, youth groups, and community leaders, in project planning and implementation.

9. Continuous Learning and Adaptation:

- Emphasize the importance of continuous learning and adaptation throughout the project cycle.
- Encourage participants to monitor and evaluate the project's gender-responsive interventions, solicit feedback from stakeholders, and make adjustments as needed to ensure the project's effectiveness and relevance.

By following these steps, project planners can develop and implement gender-responsive projects that contribute to advancing gender equality and empowering individuals of all genders.



Gender Responsive Project Example

<https://www4.unfccc.int/sites/NWPStaging/Pages/item.aspx?ListItemId=23255&ListUrl=/sites/NWPStaging/Lists/MainDB&SearchId=21ad22f7-7372-4949-5adc-6e6b4aa40179>

GLOBAL GENDER AND CLIMATE ALLIANCE (GCCA) JOINT PROGRAMME, “GENDER-RESPONSIVE CLIMATE CHANGE INITIATIVES AND DECISION-MAKING” (JOINT PROGRAMME)

Show this before the participants start to work on project design and development.