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MINARET

Gender Mainstreaming Strategy

Internal Draft

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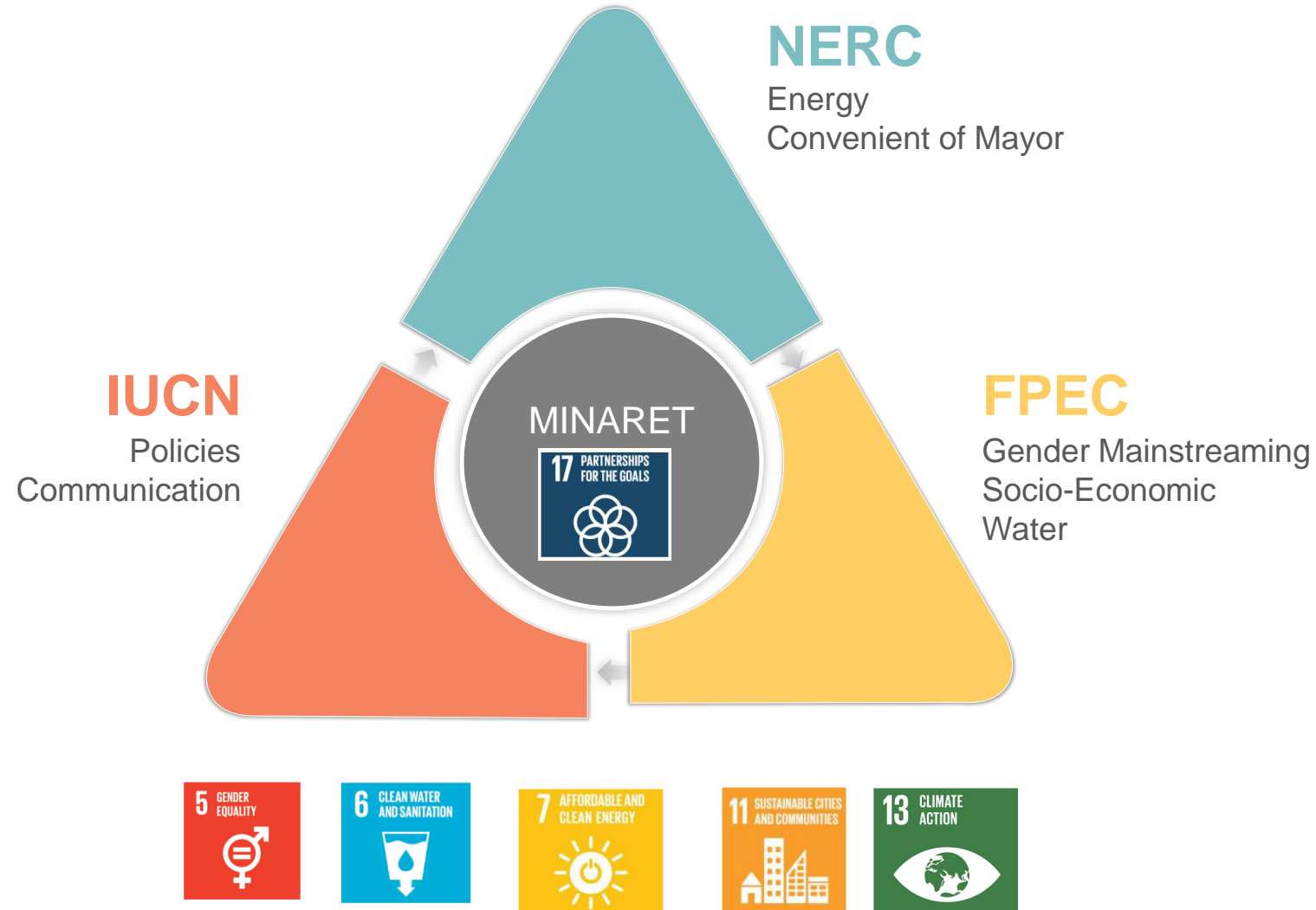
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MINARET Project

MINARET – SDG Linkages

Project Levels and cross cutting themes

MINARET Project, Partners and Link to SDGs



MINARET Project

Regional Cooperation



#3

Gender Strategy

Gender Strategy

How?

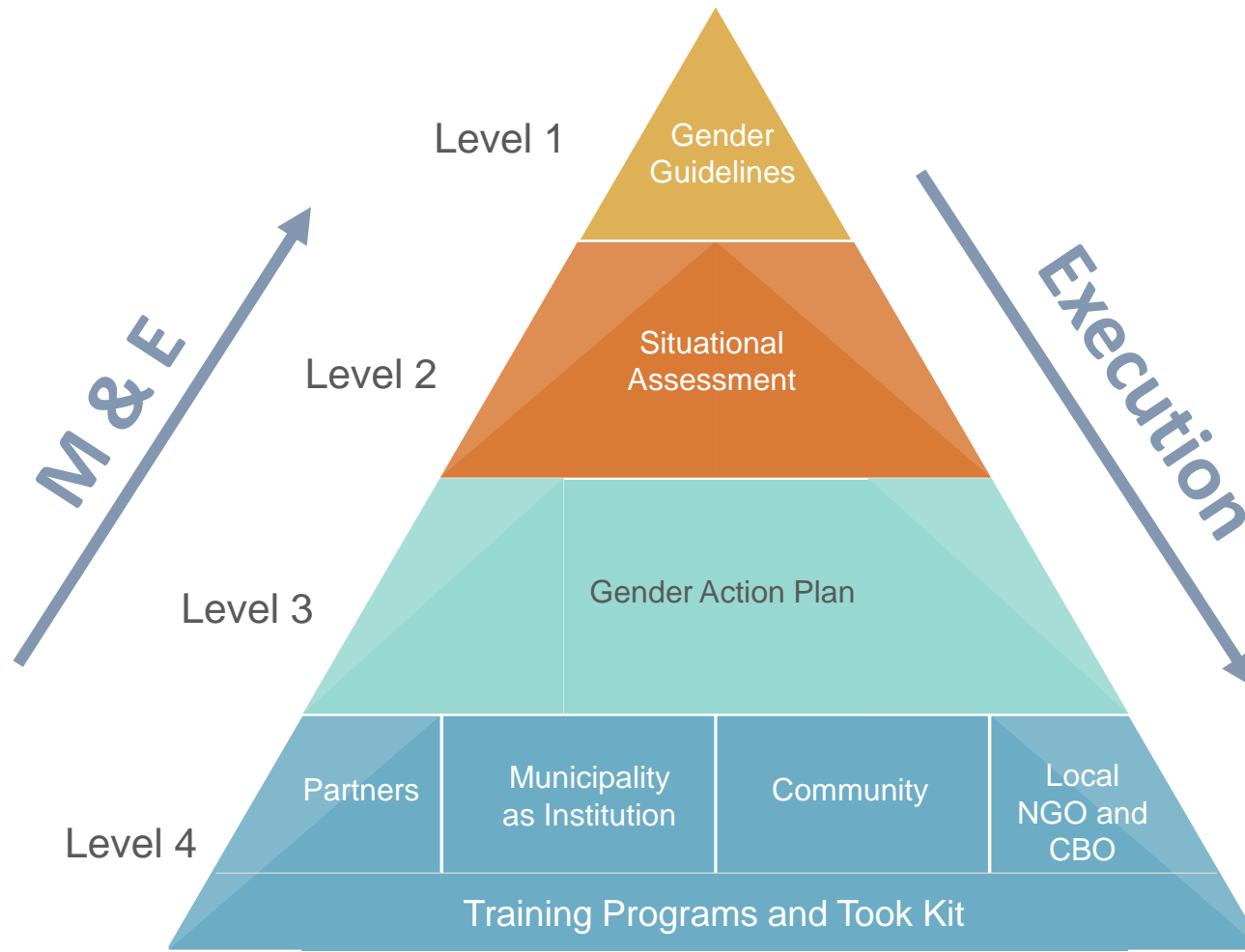
Indicators

4 Year Activity Projection

Implementation Steps

Gender Communication/Dissemination Strategy

MINARET Gender Mainstreaming Strategy



Promote Gender Equality

Gender Guidelines.

GEM Guidelines presents a shared vision for integrating a gender perspective throughout the MINARET project.

Situational Assessment.

It is a key foundation for any intervention. It gives an overview about community attitudes and practices, identifying what has already been done, who the main actors and who might be key to engage. In addition to ensuring the appropriateness of the intervention to the local context.

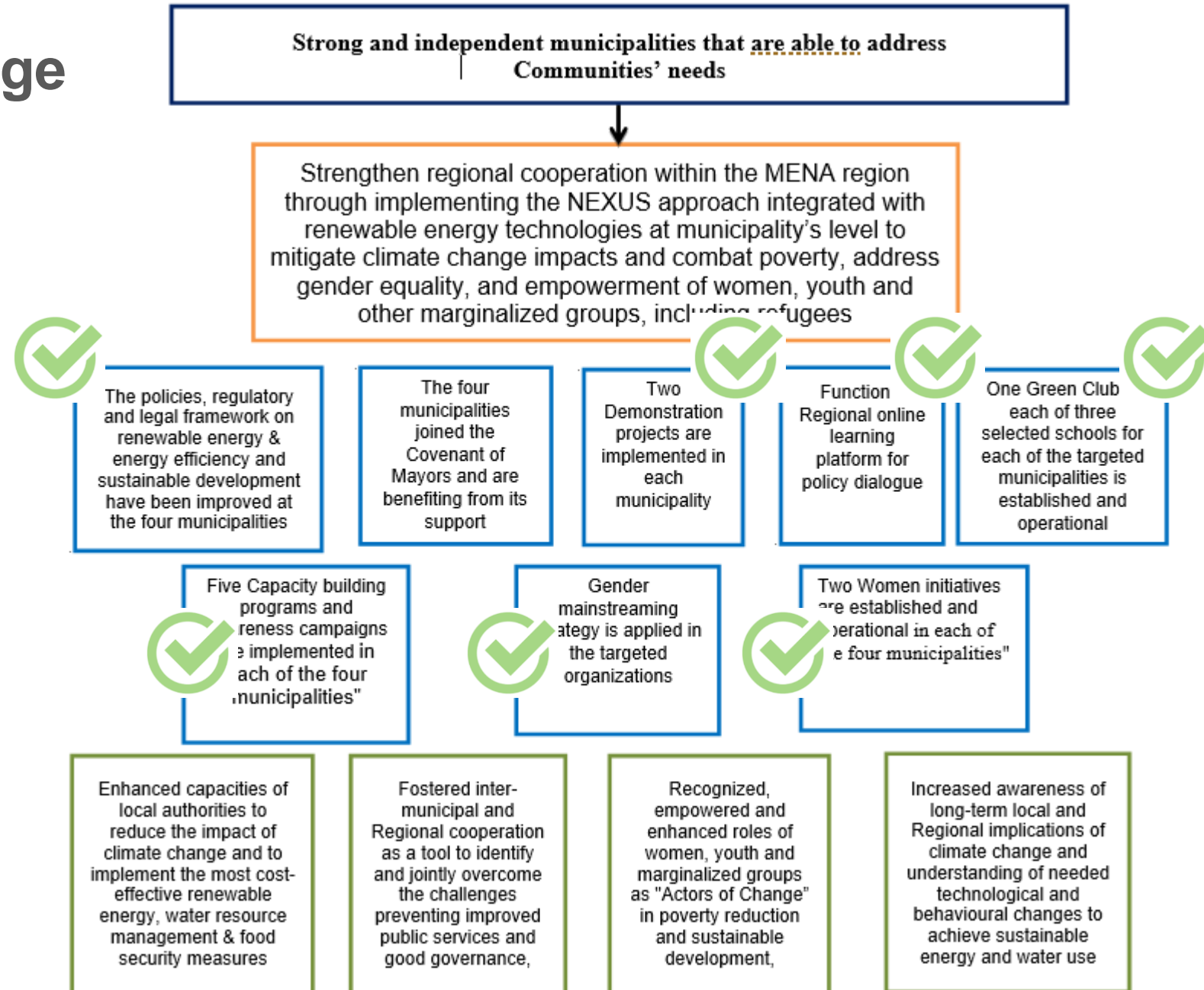
Action Plan.

It is a key gender mainstreaming tool and mechanism for ensuring gender-inclusive design and implementation of projects. In addition to provide a road map for project implementation, monitoring, and evaluation

Capacity Building .

It will be tailor-made for each country and context. The training programmes will be a promising entry points within partners and stakeholders and increasing their capacity on gender equality.

MINARET Theory of Change



Gender Mainstreaming Components

How?



Gender Integrated Approaches



Policies

- Gender integration to Energy and Water Policies
- Gender Policies at Country Level
- Gender Policies at Institutional Level



Pilot Actions

- Gender Lens to Project Selection
- Vendor Selection
- Gender Lens of Beneficiaries of Pilot Action
- Gender Project Verification



Small Initiatives

- Gender Criteria
- Women Socio-economic Empowerment



Green Club Program

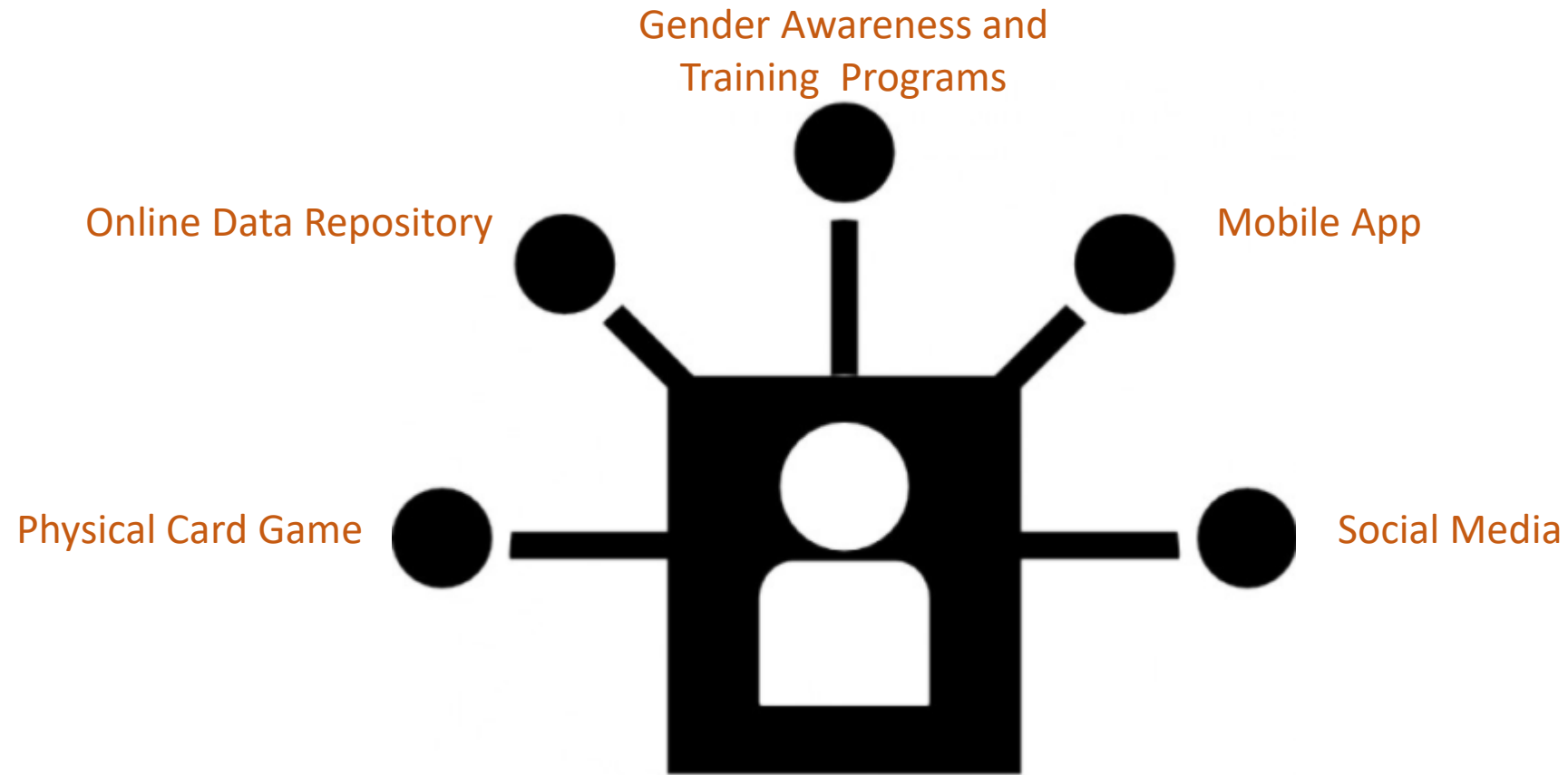
- Gender Lens in Schools' Selection (i.e. using global green programs)



Capacity Building

- Gender Toolkit
- Training programs/workshops for Project Partners,
- Energy/Water training Curriculum Review – eliminate gender stereotypes.

Gender Dissemination Approach



Objective to create gender awareness and promote gender equality

Gender Communication Strategy



Showcase

- Promote MINARET as gender champions and role models (external visibility: participants of panels at conferences energy, water or women in businesses, or STEM programs, etc)
- Outreach to other Energy, Water, Women's networking groups



Promote - Social Media

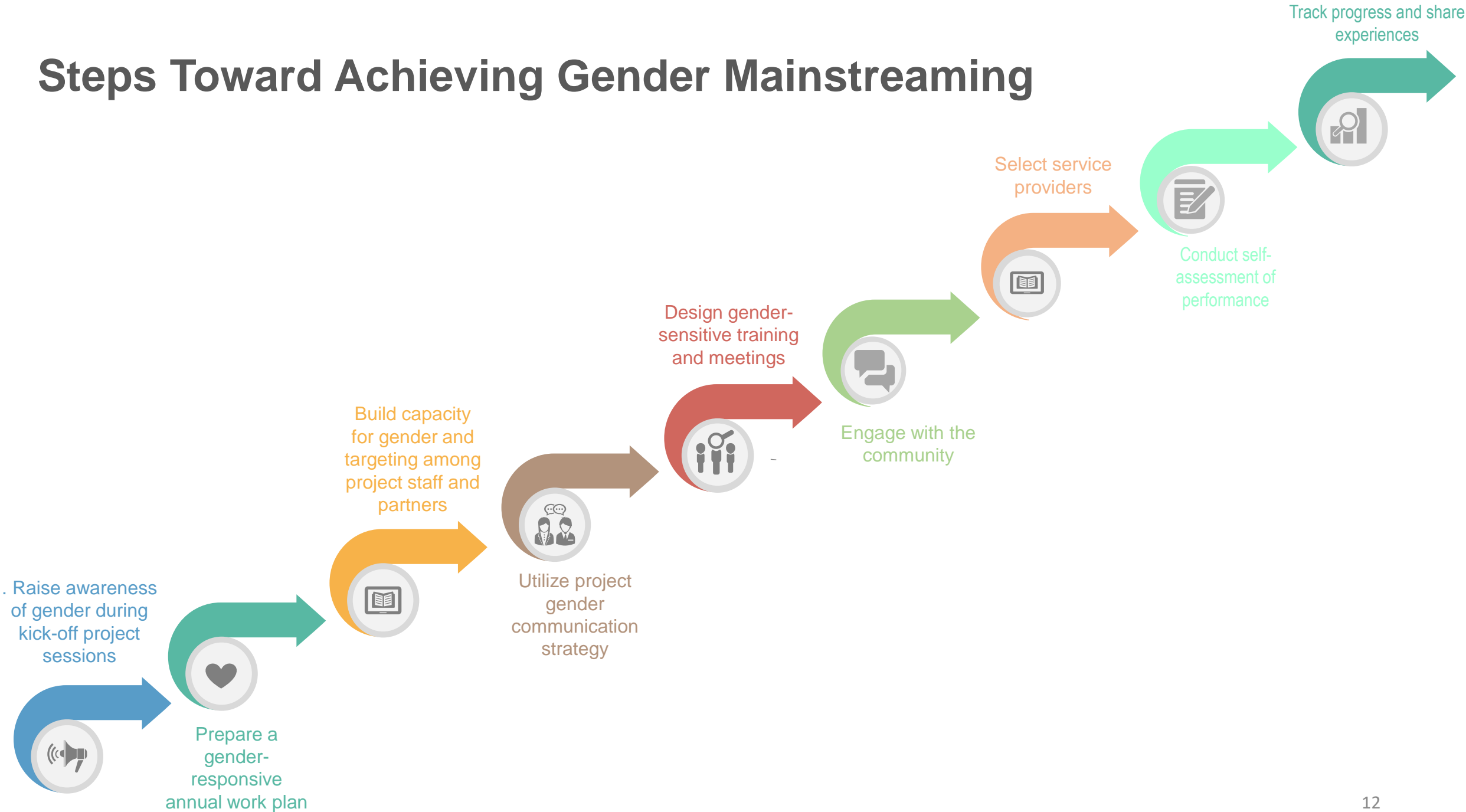
- Showcase success stories, gender news, gender updates
- Feature MINARET gender champions



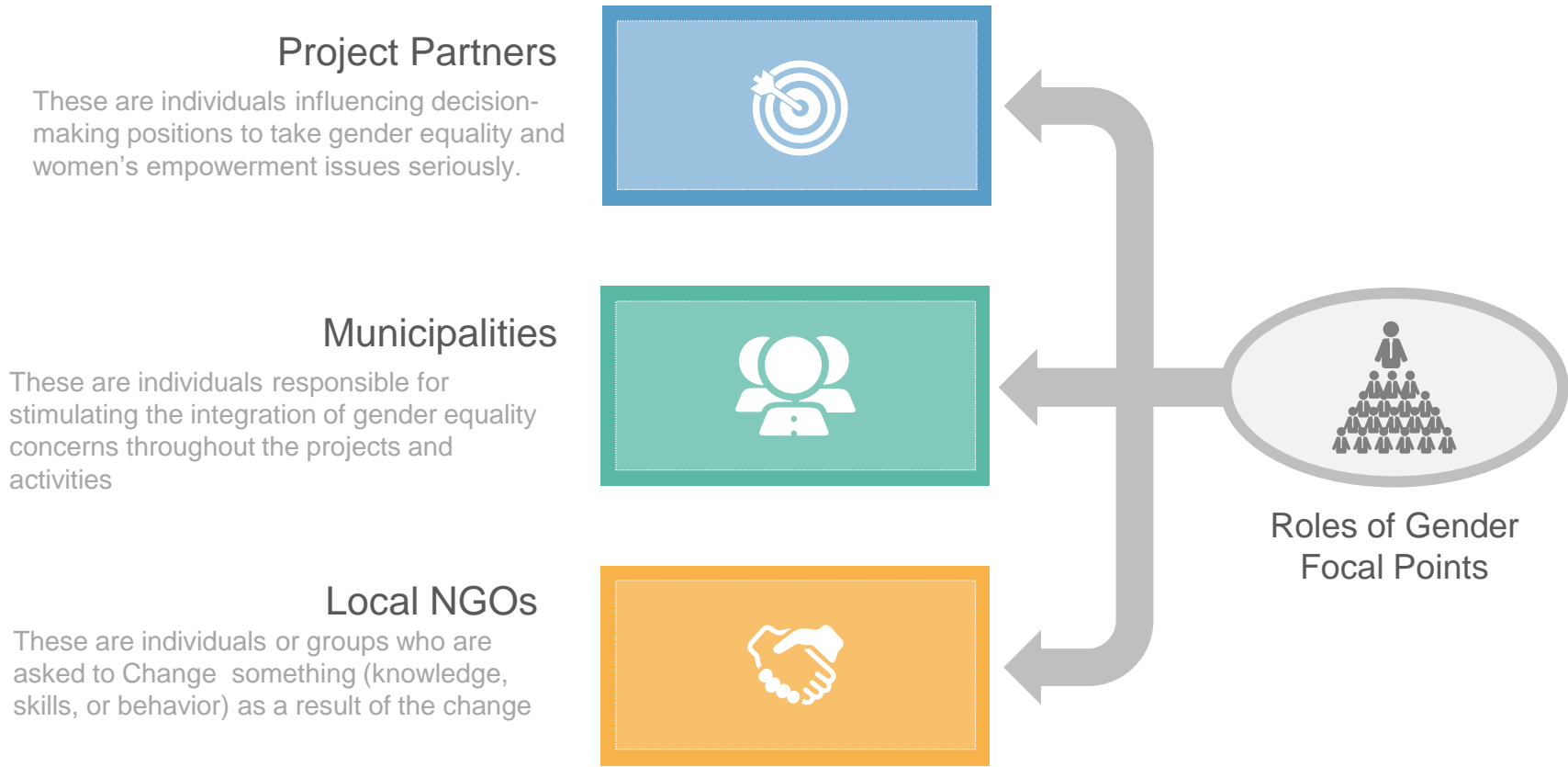
Dissimilate – Training Programs

- Community Members
- Municipality Staff
- Institutions/Partners
- Vendors

Steps Toward Achieving Gender Mainstreaming

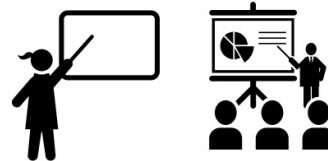


Resources – Gender Focal Point



Indicators – Gender and Social Sustainability

- Community Awareness
- Training
- Employment



- Number of **women and men** attended the training and events (training, focus groups, kick-off, reach out by App, exchange visits)
- Number of **women and men** beneficiaries of small initiatives
- Number of **women and men** beneficiaries pilot action girls/women
- Number of **girls and boys** schools selected for the Green Club program
- Number of jobs introduced for **women and men**

Gender: 4 Year Activity Projection and Budget Needs



Budget forecasted Needs:

- Mobile App
- Printing toolkit –cards
- 6 Training programs
- Gender Verification and Dissemination

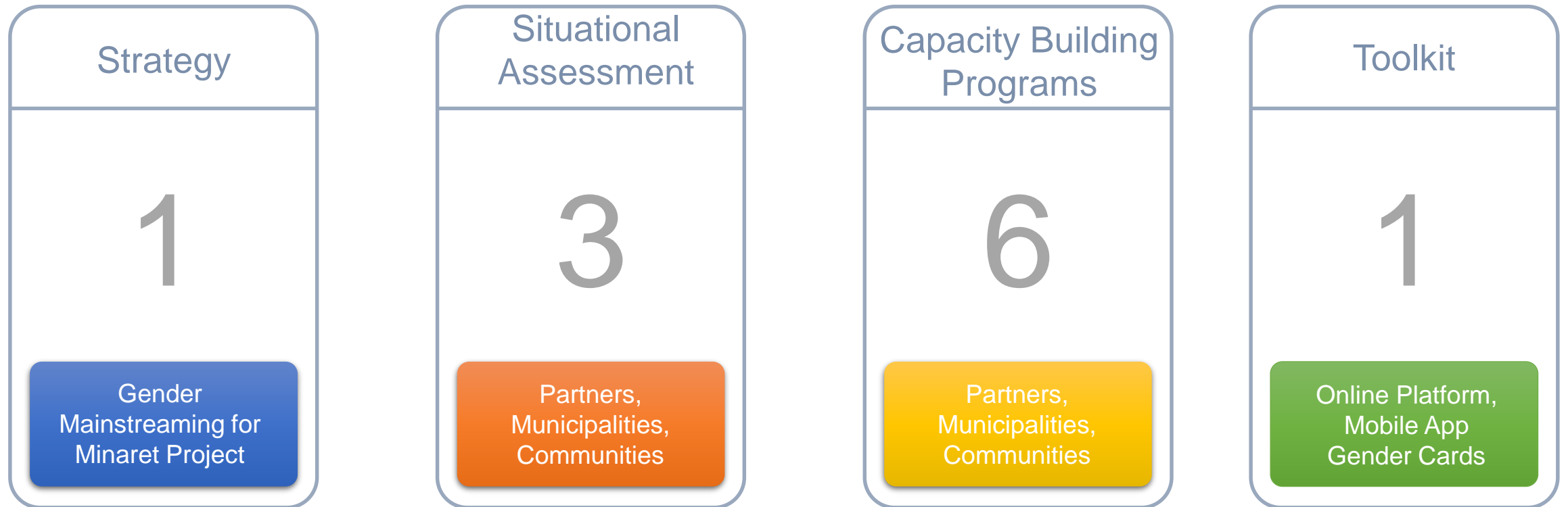
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**MINARET Project
Gender Deliverables**

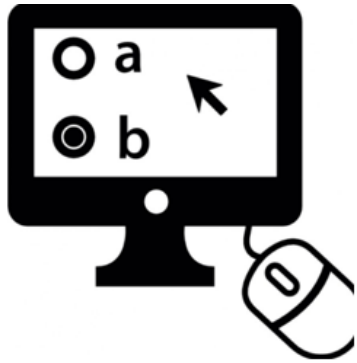
Gender Deliverables

Gender Toolkit Components

MINARET Gender Mainstreaming Deliverables



Gender Toolkit Components



Online Platform: Central Data Repository

- Checklists
- Surveys, questionnaires
- Reports
- Connect with Global Gender Networks



Mobile App

- Push gender equality reminder notifications
- Download app at MINARET events, keep track of attendance, get everyone on board with gender
- (Flip Board – App)



Learning Cards

- Physical cards – Gender content & Energy/Water graphics
- Interactive - Used independently or in a group setting

#5

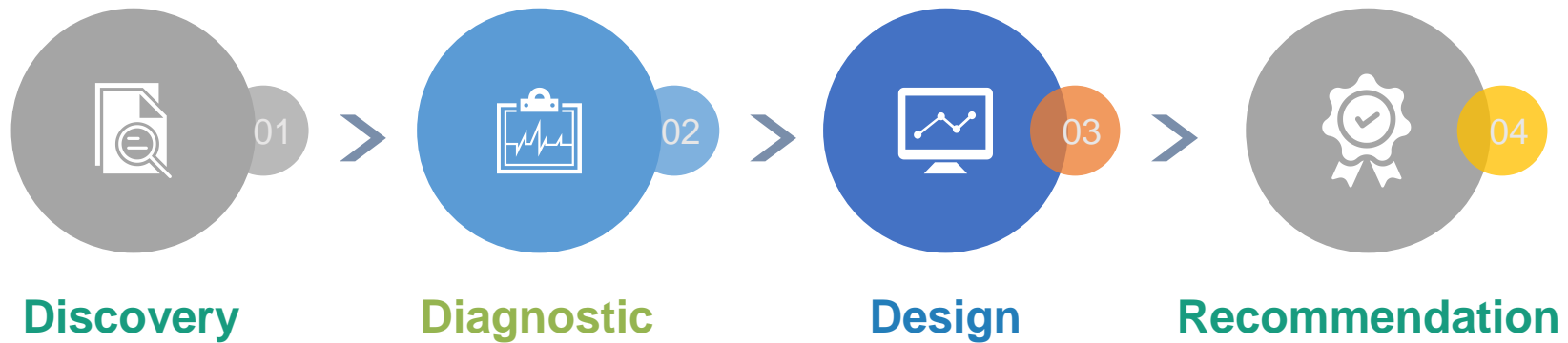
**Situational
Assessments**

Approach

Methodology

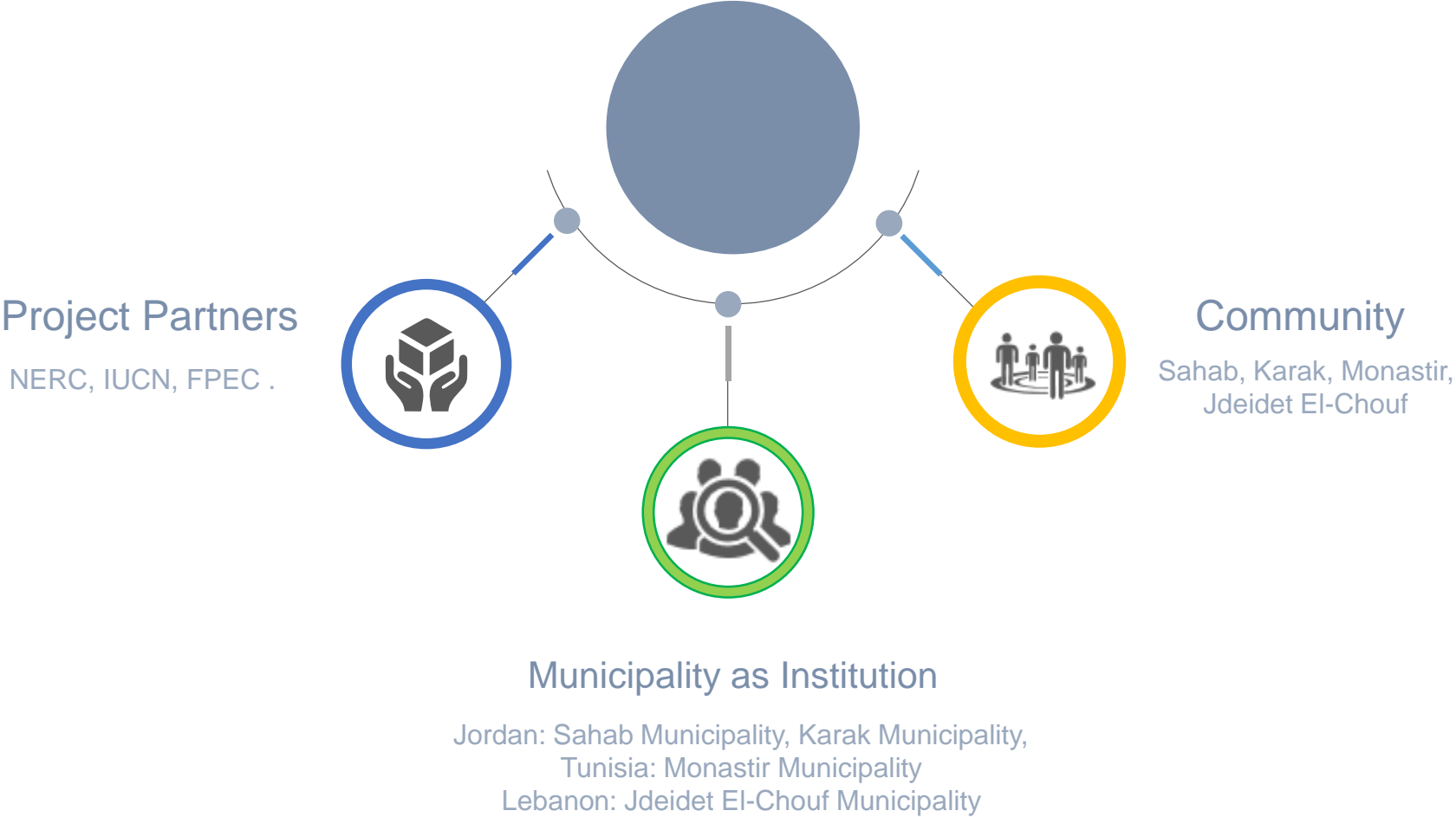
Findings

Gender Situational Assessment Approach



Gender Situational Assessment Coverage

Ensuring 3 levels are covered



Situational Assessment Methodology

Applied Tools



Project Partner Level

- Interviews
 - 1st Level - Self-Assessment Questionnaire
 - 2nd Level Self-Assessment Questionnaire
-



Municipality Level

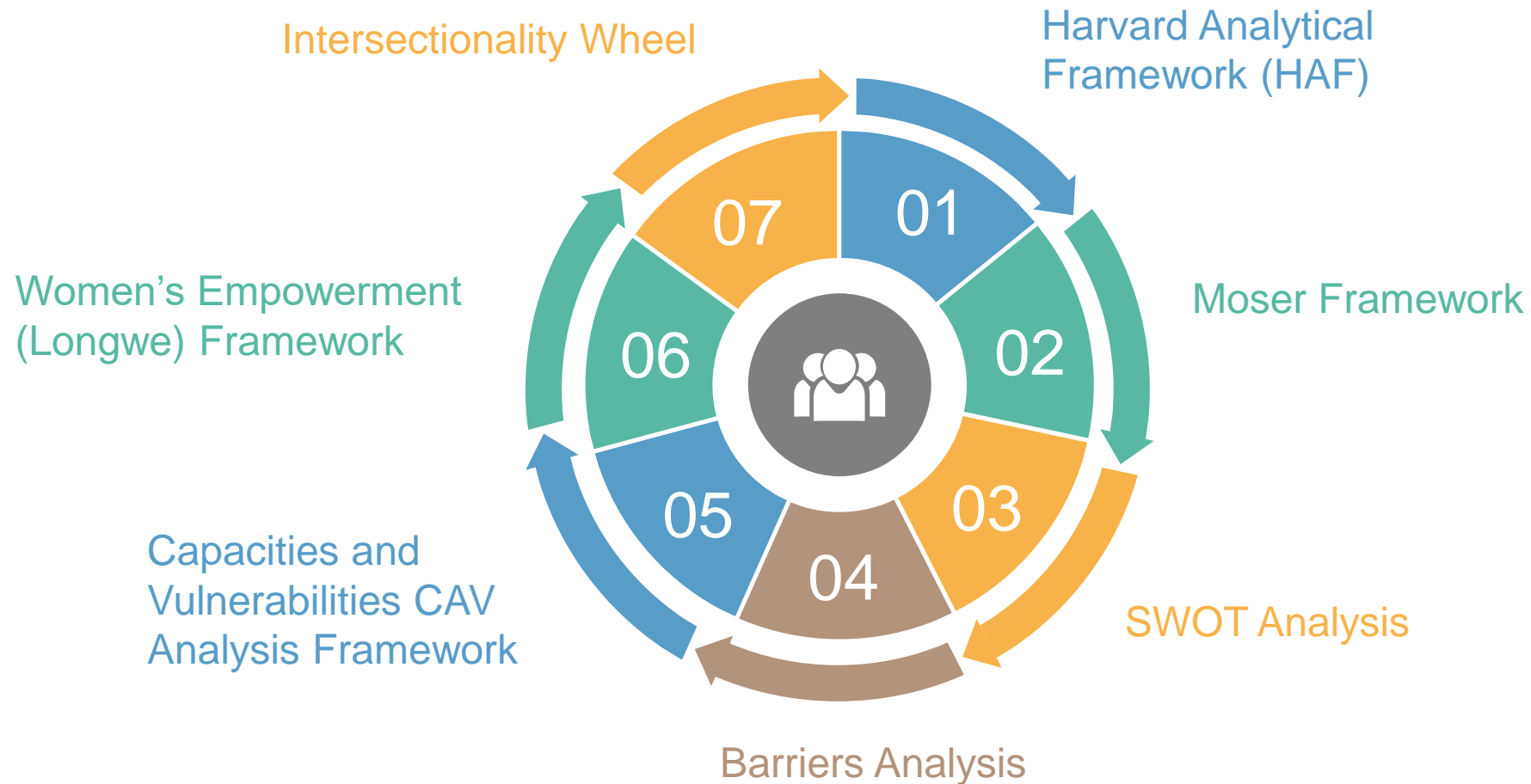
- Interviews
 - 1st Level - Self-Assessment Questionnaire
 - focus groups
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Community Level

- Variety of Gender Assessment Tools and Techniques
- Review of Existing Studies/Documents
- Focus Groups
- Site Observation

Community Level Gender Situational Assessment Tools







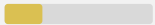

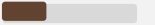
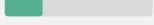



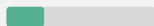
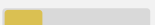
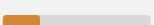
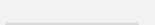

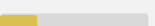
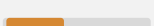
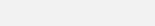
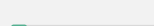
Situational Assessment Tools – Partners and Municipalities

Tool	Tool Description	NERC	IUCN	FPEC	Outcome
Interviews	One-on-one interviews conducted with partners				Identification of perceptions, opinions, beliefs, and attitudes towards gender in the workplace
1 st Self-Assessment Questionnaire	Survey to diagnose the project partners' and main beneficiaries' policies and practices with regard to equality and nondiscrimination between women and men, conciliation between professional, family and personal life				Basic situational assessment of gender concepts in the workplace
2nd Level Self-Assessment Questionnaire	Survey to diagnose the level of engagement towards gender equality in the workplace and identification of training needs for MINARET project partners	In progress	In progress	In progress	Mapping of gender equality journey, and Capacity building plan

Situational Assessment Tools – Communities

Tool	Tool Description	Jdeideh	Monastir	Al-Karak	Sahab	Outcome
Harvard Analytical Framework (HAF)	Collecting data at the micro-level to gain information about: Activity, Access and Control, Influencing Factors, Project Cycle Analysis	✓	✓	✓	✓	Gender Roles
Moser Framework	Help understand the division of labor within the household and community by asking “who does what?” Moser introduces the idea of women’s ‘triple role’ in production, reproduction and community affairs.	✓	✓	✓	✓	Understand the division of labor “who does what?”
SWOT Analysis	Assess and identify the gender strengths, weaknesses, opportunities and threats (SWOT).	✓	✓	✓	✓	Gender strengths, weaknesses, opportunities and threats (SWOT).
Barriers Analysis	Qualitative evidence for gender-related differences in barriers and delays that limit access to resources and services.	✓	✓	✓	✓	Gender Equality Barriers
Capacities and Vulnerabilities CAV Analysis Framework	Identifying and addressing emerging problems and social issues in a particular community or area that affect their specific needs, such as difficulty accessing natural resources.	✓	✓	✓	✓	Emerging problems and social issues
Women’s Empowerment (Longwe) Framework	Addressing the roots of inequalities and identifying women's empowerment and equality means in practice, and assess critically to what extent a development intervention is supporting this empowerment.	✓	✓	✓	✓	Roots of inequalities
Intersectionality Wheel	Helping in analysis, advocacy and policy development that addresses multiple discriminations and helps us understand how different sets of identities impact on access to rights and opportunities.	✓	✓	✓	✓	Identities impact on access to rights and opportunities.

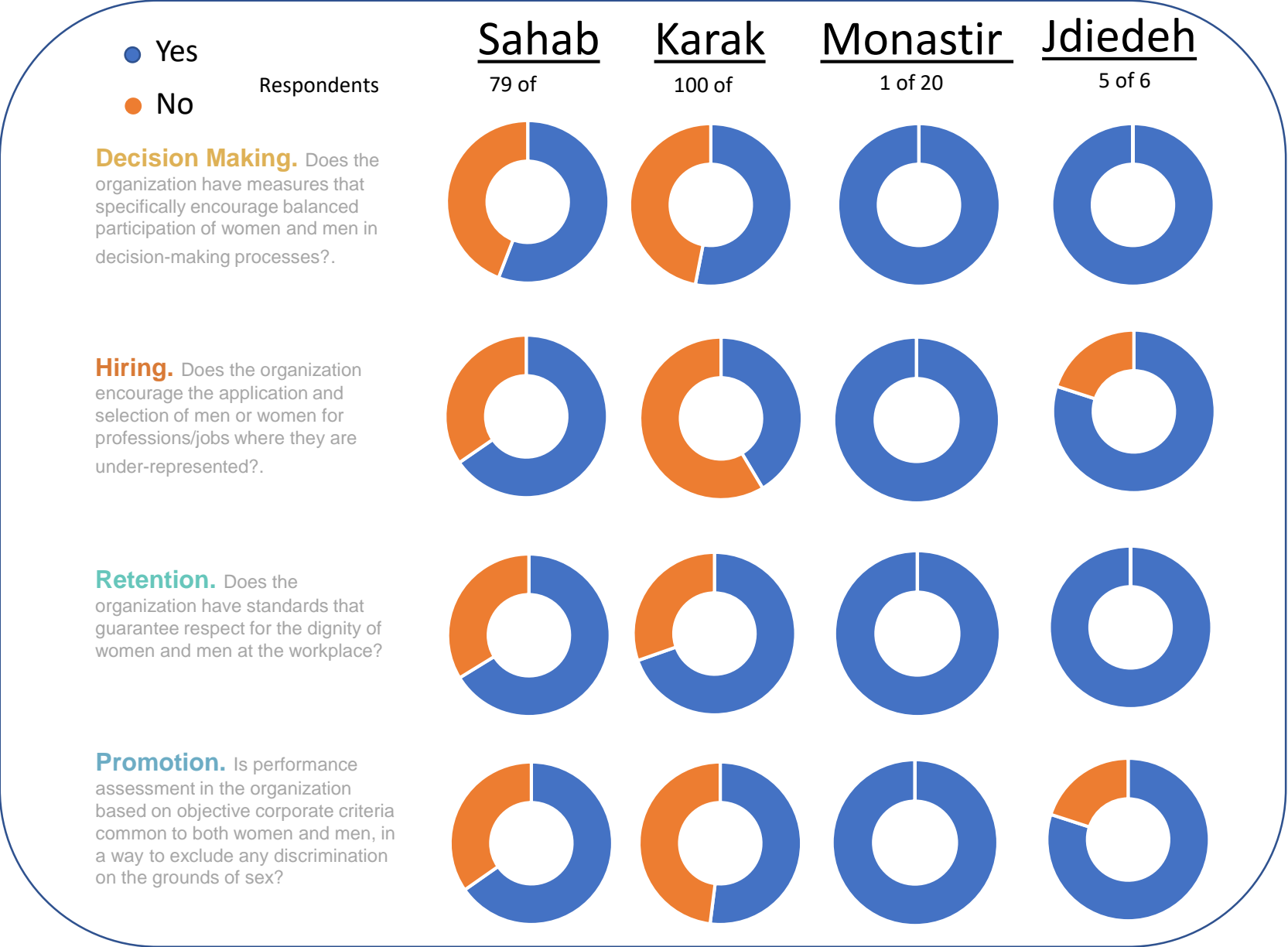
Gender Situational Assessment Community Level

Gender Mainstreaming – Situational Analysis				
				
	Jdeideh	Monastir	Al-Karak	Sahab
Policy				
Decision-Making				
Economic Empowerment				
Social Norms				

Essential findings:

- Women in Tunisia don't seem to perceive gender inequities
- In Lebanon females are still paid significantly less than their male counterparts
- Jordan continues to have one of the world's lowest rates of women's workforce participation

Municipalities – Institutional Gender Assessment



Gender Findings

- Encourage balanced participation in Decision-making
- Hiring, Retention and Promotion should incorporate a gender lens to remove inequities
- No Gender Policies
- Lack Gender Understanding
- Lack of availability of sex-disaggregated data

Project Partners – Institutional Gender Assessment

● Yes

● No

Respondents

FPEC

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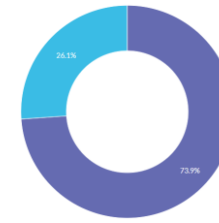
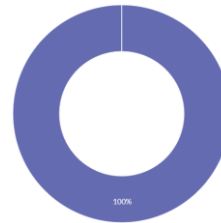
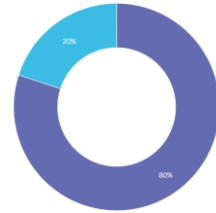
IUCN

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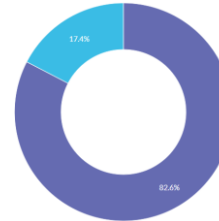
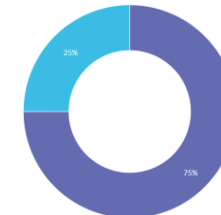
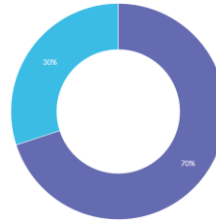
NERC

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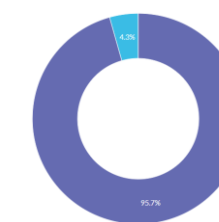
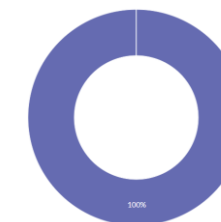
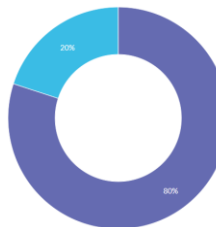
Decision Making. Does the organization have measures that specifically encourage balanced participation of women and men in decision-making processes?.



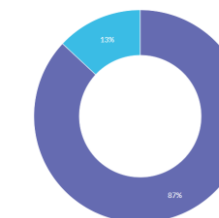
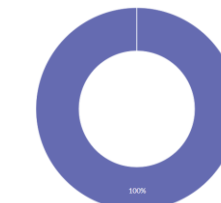
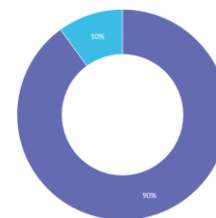
Hiring. Does the organization encourage the application and selection of men or women for professions/jobs where they are under-represented?.



Retention. Does the organization have standards that guarantee respect for the dignity of women and men at the workplace?



Promotion. Is performance assessment in the organization based on objective corporate criteria common to both women and men, in a way to exclude any discrimination on the grounds of sex?



Gender Findings

- Encourage balanced participation in Decision-making
- Hiring, Retention and Promotion should incorporate a gender lens to remove inequities
- No Gender Policies
- Lack Gender Understanding
- Lack of availability of sex-disaggregated data

Meetings at Tunisia's Parliament



Interviews and Meetings



Using a Participatory Approach





Gender Analysis Tools



Gender Analysis Tools



#4

Challenges and Lessons Learned

Progress to date

Challenges

Lessons Learned

Progress and Challenges

MINARET Gender Progress

- Appointed gender advisor
- Established gender focal points network
- Creation of Gender Guidelines to assist with internal systems and procedures
- Initial gender awareness conversations (to be complemented with gender training program in 2018)
- Country cooperation – created through accountability from civil society groups.

MINARET Gender Challenges

- Difficult to change attitudes and values
- An absence of focus on gender in operations
- A struggle to implement organizational structural and attitudinal changes rather than changes in operations

Lessons Learned

- Importance on maintaining focus on specific tasks.
- Important to get results in operations because success is motivating and helps lower resistance.
- Avoid making the gender concepts and approach too complicated.

#6

Next Steps

September-Oct Gender Activities

Moving forward request for Donor

Next Steps

Who

- Project Partners
- Gender Coordinator

What

- Institutional survey
- Finalize Situational Assessment Reports

When

- September
- October

Request for SIDA:

- Connect with SIDA gender experts, and ideally sector specific to MINARET project

Thank You!

Majd Abu Zaghlan

Gender Coordinator

Ana Perez, Eng MBA

Gender Advisor

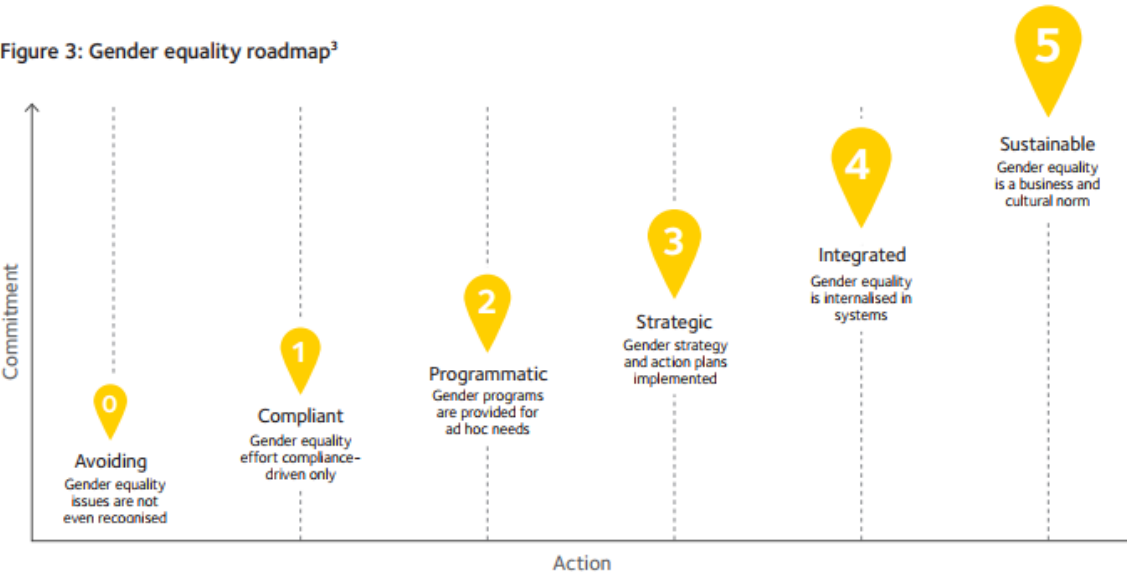
Backup



Up next - Gender Equality Diagnostic Tool

Mapping your current position

Figure 3: Gender equality roadmap³



- Key:**
- shows where your organisation is performing well against the relevant lever – action: monitor, continue and exploit this strength
 - shows where your organisation is performing adequately against the relevant lever but additional focus and effort is required – action: review, plan and implement improvements
 - shows where your organisation is presented with a significant opportunity to make progress – action: investigate and develop an action plan to address this issue at the earliest priority

Gender inclusive culture

Roadmap phase	Signposts	Your org
0 Avoiding	Gender-specific barriers are unrecognised and unaddressed; there is no awareness of a need to shift culture.	
1 Compliant	Cultural norms, attitudes and behaviours regarding gender equality are defined only by anti-discrimination / equal employment opportunity legislation.	
2 Programmatic	Disconnected initiatives attempt to influence gender-related aspects of culture and behaviour but they lack impact.	
3 Strategic	Gender equality and the supporting values and behaviours form part of a defined and communicated aspirational culture	
4 Integrated	Desired cultural norms, values and behaviours are actively influenced by integration into leadership and capability models.	
5 Sustainable	A gender equitable and inclusive culture is intuitive to all employees and defines how all business and work is conducted.	