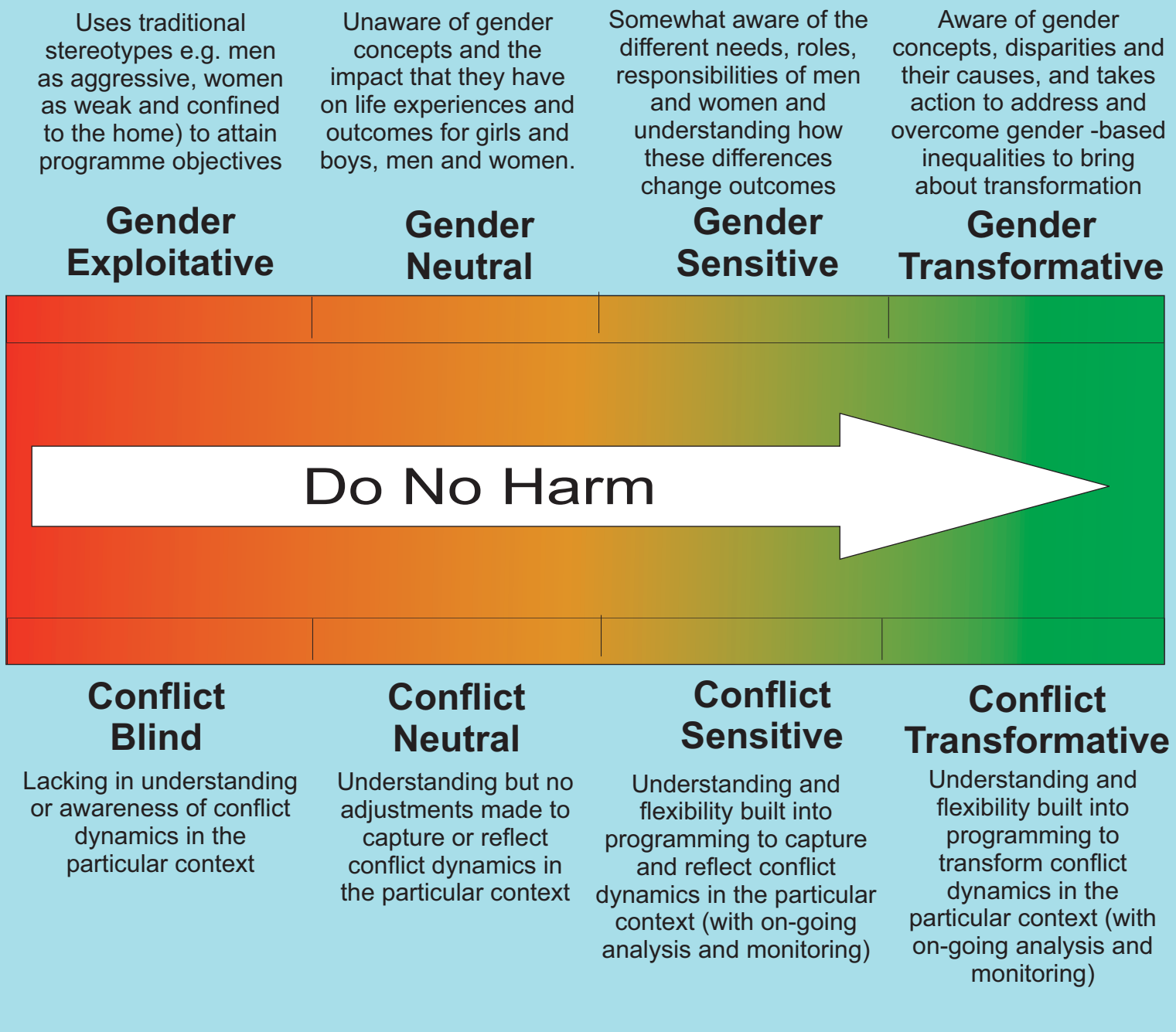# Conflict, Gender, and Social Inclusion Mainstreaming

A Guide
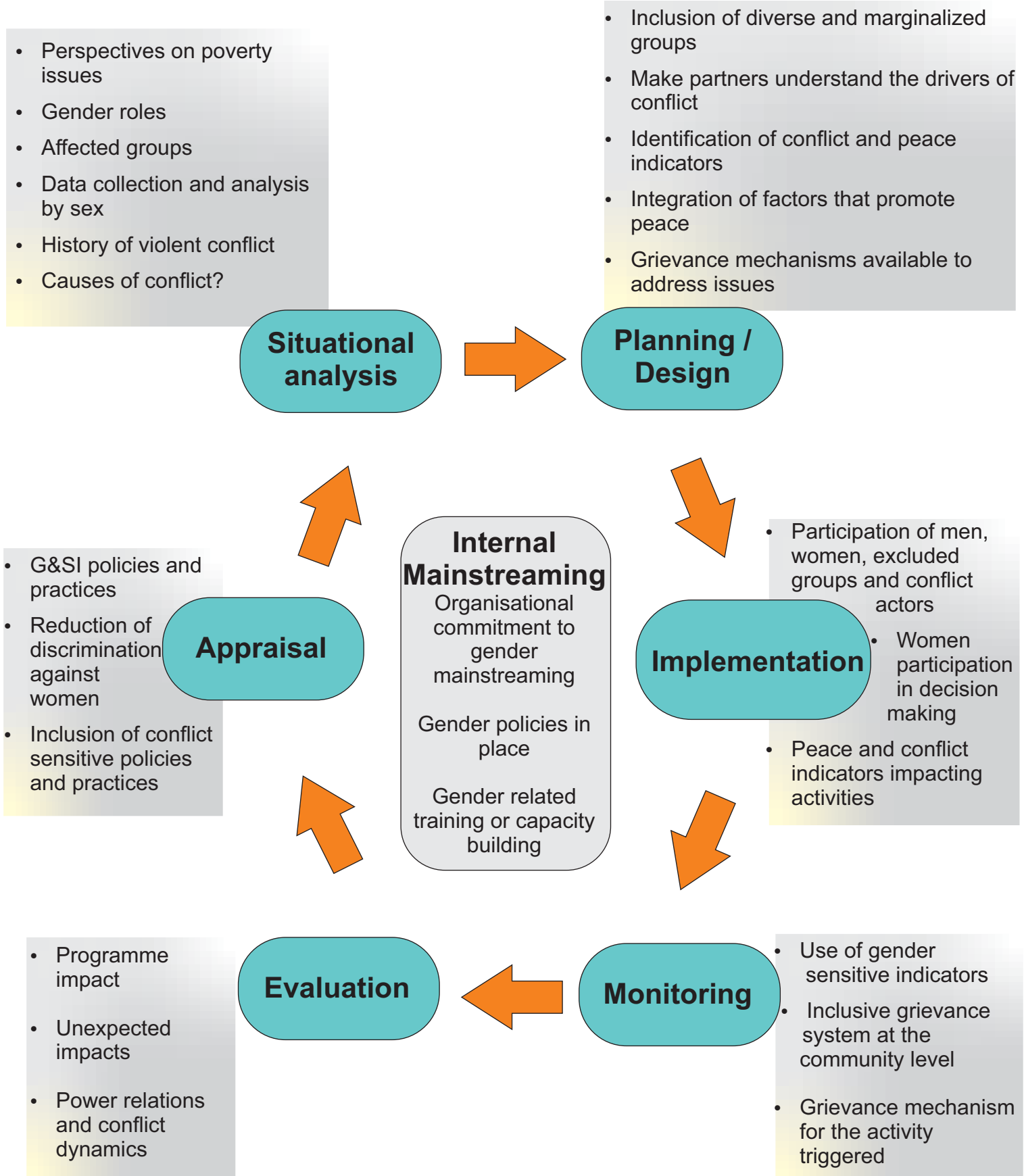
August 2016

Where are you on this spectrum?

Gender Exploitative	Gender Neutral	Gender Sensitive	Gender Transformative
Uses traditional stereotypes e.g. men as aggressive, women as weak and confined to the home) to attain programme objectives	Unaware of gender concepts and the impact that they have on life experiences and outcomes for girls and boys, men and women.	Somewhat aware of the different needs, roles, responsibilities of men and women and understanding how these differences change outcomes	Aware of gender concepts, disparities and their causes, and takes action to address and overcome gender -based inequalities to bring about transformation

Do No Harm

Conflict Blind	Conflict Neutral	Conflict Sensitive	Conflict Transformative
Lacking in understanding or awareness of conflict dynamics in the particular context	Understanding but no adjustments made to capture or reflect conflict dynamics in the particular context	Understanding and flexibility built into programming to capture and reflect conflict dynamics in the particular context (with on-going analysis and monitoring)	Understanding and flexibility built into programming to transform conflict dynamics in the particular context (with on-going analysis and monitoring)

*The goal is Gender and Conflict Transformative programming

Mainstreaming Programme and Policy Cycle

- Perspectives on poverty issues
- Gender roles
- Affected groups
- Data collection and analysis by sex
- History of violent conflict
- Causes of conflict?

- Inclusion of diverse and marginalized groups
- Make partners understand the drivers of conflict
- Identification of conflict and peace indicators
- Integration of factors that promote peace
- Grievance mechanisms available to address issues

Situational analysis → **Planning / Design**

- G&SI policies and practices
- Reduction of discrimination against women
- Inclusion of conflict sensitive policies and practices

Appraisal

Internal Mainstreaming
Organisational commitment to gender mainstreaming

Gender policies in place

Gender related training or capacity building

Implementation

- Participation of men, women, excluded groups and conflict actors
- Women participation in decision making
- Peace and conflict indicators impacting activities

- Programme impact
- Unexpected impacts
- Power relations and conflict dynamics

Evaluation ← **Monitoring**

- Use of gender sensitive indicators
- Inclusive grievance system at the community level
- Grievance mechanism for the activity triggered

Adapted from: UNDP Gender Mainstreaming Manual

Mainstreaming Programme and Policy Cycle (cont'd)

Internal Mainstreaming
- Is there evidence of organisational commitment to gender mainstreaming? E.g. A dedicated budget?

- Gender policies, gender specific staff or focal points, family friendly work arrangements in place?

- Planned gender related training or capacity building?

Situational analysis
- What are the different perspectives of women and men on poverty issues?

- What are the gender roles and which are the excluded groups in terms of power and resources distribution?

- Which groups are most affected by conflict?

- Are collected data disaggregated and analysed by sex?

- Are groups affected by violent conflict historically?

- What are the political, economic and social causes of conflict?

Planning / Design:
- Do objectives and strategies address issues in the situational analysis, and are women and men from diverse and marginalized groups are included?

- Will G&SI strategies contribute to the outbreak of and/or further escalation of conflict, and do partners understand the drivers of conflict?

- What are the conflict and peace indicators for each activity/intervention?

- Have factors that promote peace into overall planning been integrated where possible?

- What are the grievance mechanisms for the activity/intervention in case individuals want to address an issue?

Implementation:
- Are men, women, excluded groups, and conflict actors participating in the programme implementation?

- Do women participate actively in decision making and do men understand the reason for this and support it?

- Are there peace and conflict indicators that are positively and negatively impacting the activities/interventions? If so, how?

Monitoring:
- Are the indicators used gender sensitive? E.g do they measure changes in
  - access to resources and decision making;
  - discriminatory attitudes against women;
  - men's perceptions and the need to strengthen gender equality.

- Is there an inclusive grievance system at the community level that enables feedback from different groups including conflict actors where possible.

- Has the grievance mechanism for the activity/intervention been triggered?

Evaluation
- What has been the impact of the programme on men, women, and excluded groups?

- What were the unexpected impacts?

- What has been the impact on power relations and conflict dynamics?

Appraisal
- Does the implementing organization have G&SI policies and practices e.g. staff training and gender resources as well as conflict sensitive policies and practices?

- Does the program aim to reduce discrimination against women and include conflict sensitive policies and practices, and how will this be monitored?

Gender and Social Inclusion

Background and justification:
- Is the gender and social inclusion dimension highlighted in background information to the intervention?
- Does the justification include convincing arguments for gender and social inclusion mainstreaming and gender equality?

Goals:
- Does the goal of the proposed intervention reflect the needs of women and men, girls and boys and other social groups?
- Does the goal seek to correct gender imbalances through addressing practical needs of men and women?
- Does the goal seek to transform the institutions (social and other) that perpetuate gender inequality?
- Have conflict reduction/peace building objectives been included?

Target beneficiaries:
Except where interventions specifically target men or women as a corrective measure to enhance gender equality, is there gender balance within the target beneficiary group?

Objectives:
- Do the intervention objectives address needs of women and men, boys and girls, and other marginalised groups?
- Have (possibly) competing objectives in the intervention been identified and resolved (eg.transfer of women teachers in an intervention to improve teacher quality)?

Activities:
- Do planned activities involve both men and women and other relevant stakeholders?
- Are any additional activities needed to ensure that a gender and social inclusion perspective is made explicit (e.g. training in gender and social inclusion issues, additional research, etc.)?
- Are any peace-building activities included?

Indicators:
- Have indicators been developed to measure progress towards the fulfilment of each objective?
- Do these indicators measure the gender and social inclusion and conflict aspects of each objective?
- Are indicators gender disaggregated?
- Are targets set to guarantee a sufficient level of gender balance in activities (e.g. quotas for male and female participation)?

Implementation:
- Who will implement the planned intervention?
- Have these partners received gender and social inclusion mainstreaming / conflict sensitive training to ensure that a gender and social inclusion perspective can be sustained throughout implementation?
- Will both women and men and other relevant stakeholders participate in implementation?
- Are there mechanisms to ensure that the voices of women and other vulnerable groups contribute to feedback during implementation?

Monitoring and evaluation:
- Does the monitoring and evaluation strategy include a gender perspective?
- Will it examine both substantive (content) and administrative (process) aspects of the intervention?
- Does it include feedback from all groups of stakeholders?
- Can conflict actors also contribute feedback?

Risks:
- Has the greater context of gender roles and relations within society been considered as a potential risk (i.e. stereotypes or structural barriers that may prevent full participation of one or the other gender)?
- Has the potential negative impact of the intervention been considered (e.g. potential increased burden on women or social isolation of men?)
- Have conflict risks been identified and addressed?

Budget:
- Have financial inputs been 'gender-proofed' to ensure that both men and women will benefit from the planned intervention?
- Has the need to provide gender sensitivity training or to engage gender experts been factored into the budget?

Annexes:
Are any relevant research papers (or excerpts) included as annexes (particularly those that provide sound justification of the attention to gender)?

Communication strategy:
Has a communication strategy been developed for informing various publics about the existence, progress and results of the project from a gender and social inclusion perspective?