

Integrating Gender:

Findings and Recommendations
from Gender Reviews of 5 UNICEF
CARI and HIV Programs

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Gender Reviews in Southern African

- Reviews conducted in 5 countries
 - Botswana
 - Namibia
 - Lesotho
 - Zimbabwe (non-CARI)
 - South Africa
- Reviews conducted April - September 2010
- Review methodology developed in collaboration with ESARO and NY
- Country reviews tailored per discussions with CMTs

Gender Reviews Methodology

- Document review
- In-country visit (4-5 days per country)
 - Briefings with CMT
 - Interviews with CMT, section chiefs
 - FGDs with programme staff
 - Interviews with government and civil society partners
 - Field visit (Namibia)
 - Debrief
- Country and ESARO review of draft report
- Final report

Today's Presentation

- Findings from Gender Reviews
 - Operational context
 - Select highlights of current gender integration
 - Gender gaps
- Emerging Recommendations
 - Overarching Issues
 - Advocacy Opportunities
 - Policy/Program Opportunities
 - Operational Recommendations
- Discussion

Select Findings from Gender Reviews

- Many country programmes are already integrating gender or preparing the ground for gender responses
- Highlights of current gender integration by type of work:
 - Building evidence (‘proof of principle’)
 - Policy
 - Service delivery

Operational Context

- Committed staff with interest in gender
- Investments in gender made by senior management
- Lack of clarity regarding gender mandate (staff, country, regional, HQ)
- Limited in-house gender capacity and use of local TA
- GFP role created, but not fully realized
- Lack of time/space to address gender (perception of gender as a heavy and additional burden)
- Vertical programming/thinking in some sections

Building Evidence

- ✓ Understanding household gender dynamics
 - Zimbabwe – household survey
 - Lesotho, Namibia, South Africa - Child Grant research

- ✓ Understanding the experience of boys and girls
 - Multiple countries – violence against children survey
 - South Africa – girls experience with transactional sex
 - Zimbabwe - modes of transmission survey

- ✓ Understanding gender and service delivery
 - South Africa – research on health worker attitudes towards male caregivers

Policy

- ✓ Engaging boys and girls input to inform and monitor policy
 - Namibia – for Child Protection Bill
 - Botswana – children’s consultative forum

- ✓ Updating OVC policies to reflect gender issues
 - Namibia - kinship care provides opportunity to include gender issues for boy/girl/caregiver

- ✓ Addressing equity and exclusion with gender lens
 - Lesotho – survey on children who are out of school
 - Namibia and South Africa – learner pregnancy policies

Service Delivery

- ✓ Working with youth on gender issues
 - Lesotho – Kick 4 Life
 - Zimbabwe - Young People We Care

- ✓ Developing programmes to address violence
 - Lesotho, Namibia, South Africa – integrated (health and legal) care models
 - South Africa – identifying models for violence prevention
 - South Africa – Safe and Caring Child-Friendly Schools

Service Delivery

- ✓ Promoting male involvement
 - South Africa – ECD actively promoting male parenting
 - South Africa - male parenting program
 - Botswana, Zimbabwe – male involvement in PMTCT

- ✓ Addressing caregiver economic vulnerabilities
 - All countries – cash grants for primary (women) caregivers

- ✓ Building partner awareness and capacity in gender
 - Zimbabwe – gender training and reporting for all PoS partners

Gender Gaps

- ✓ Identifying ‘hidden’ children and gender issues
 - Married girls (violence, health, HIV)
 - Male school drop outs (violence, alcohol, health, HIV)

- ✓ Addressing caregiver vulnerabilities
 - Household/family composition and dynamics
 - Economic resources
 - Targeted beneficiary (parenting, PSS, health services)

- ✓ Addressing multiple and inter-related stigmas
 - Children as ‘vulnerable’ or ‘orphans’
 - Poverty
 - HIV
 - Gender

Emerging Recommendations

Overarching Issues

- Clarify internal positioning of gender within larger mandate on child rights and equity
- Address common gender priorities across sections (grounded within current programmes/budgets)
 - Household dynamics (caregivers)
 - Violence (including alcohol)
 - Masculinity and male involvement
- Create routine and dedicated space/capacity for analysis and application of disaggregated data/insights

Advocacy Opportunities

- Prioritize existing platforms/channels to build gender response (UN forums, especially Gender Task Teams, systems strengthening with Ministries of Child Welfare, National HIV Strategies/Global Fund)
- Routinely highlight boys and girls of different ages and stages, not just ‘children’ as a whole
- Recognize that boys and girls are more than ‘beneficiaries’ and create strategic platforms/space for their input

Policy/Programming Opportunities

- Use existing partners/channels to address gender in current work in community and service delivery points
- Strengthen family-based care for vulnerable children by addressing underlying gender stresses (e.g., violence, stigma, economic inequities, kinship dynamics)
- Create/support programs that work with or through care givers to promote positive gender norms/roles (e.g., address harmful norms, provide positive role modeling)

Policy/Programming Opportunities

- Use strategic entry points (e.g., male involvement in PMTCT initiatives) to promote continuous male engagement in care giving, health seeking, etc.
- Develop more holistic (multi-section) approach to addressing gender-related roles, norms, needs of adolescents, especially boys
- Maximize cross-country learning on the experience of violence by boys and girls, men and women

OVC-Related Operational Recommendations

- Ensure that major needs assessments and evaluations are required to provide gender analysis (include gender expertise and appropriate methodologies in TORs)
- Create space for cross-section teams to share plans and progress on priority gender issues
- Integrate gender into current/on-going efforts that allow for staff reflection on other issues like HIV or child protection (or create these opportunities)