Conflict, Gender, and Social Inclusion Mainstreaming

A Guide

August 2016
Where are you on this spectrum?

**Gender Exploitative**
Uses traditional stereotypes e.g. men as aggressive, women as weak and confined to the home) to attain programme objectives

**Gender Neutral**
Unaware of gender concepts and the impact that they have on life experiences and outcomes for girls and boys, men and women.

**Gender Sensitive**
Somewhat aware of the different needs, roles, responsibilities of men and women and understanding how these differences change outcomes

**Gender Transformative**
Aware of gender concepts, disparities and their causes, and takes action to address and overcome gender-based inequalities to bring about transformation

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**Conflict Blind**
Lacking in understanding or awareness of conflict dynamics in the particular context

**Conflict Neutral**
Understanding but no adjustments made to capture or reflect conflict dynamics in the particular context

**Conflict Sensitive**
Understanding and flexibility built into programming to capture and reflect conflict dynamics in the particular context (with on-going analysis and monitoring)

**Conflict Transformative**
Understanding and flexibility built into programming to transform conflict dynamics in the particular context (with on-going analysis and monitoring)

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*The goal is Gender and Conflict Transformative programming*
Mainstreaming Programme and Policy Cycle

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

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- 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

Gender
- Exploitative
- Sensitive
- Neutral
- Transformative

The goal is Gender and Conflict Transformative programming

Conflict
- Blind
- Neutral
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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)

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?
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