



# Gender Equality

# Gender Equality in BNTF

Definitions:

## **GENDER**

Gender refers to two interrelated aspects: (i) the socially-determined definition of female and male as characterised by, *inter alia*, **personality traits, roles, attitudes, expectations, values, behaviours, activities, and tasks** that, through a process of social formation, distinguish men from women; and (ii) the **unequal power relations** between the sexes which is biased against women.

## **GENDER EQUALITY**

Gender equality refers to the acceptance and promotion of the equal rights, opportunities, conditions and treatment of men and women in all fields of life and in all spheres of society (including economic independence) and valuing equally the differences between women and men and the diverse roles they play in society.

## **GENDER MAINSTREAMING**

Gender mainstreaming refers to the incorporation of a gender equality perspective into all stages and at all levels of policy, programming and projects.

## What the BNTF Programme can do:

- (i) Undertake comprehensive analyses, plus monitoring and evaluation at the community level (in collaboration with the national gender systems/structures) to identify and report on any in-country inequalities based on gender, age, disability or other social construct
- (ii) Provide support for advocacy, dialogue and community awareness on gender-based violence, gender socialisation for children and youth, and workplace provision for the safety and consideration of workers with family responsibilities
- (iii) Provide training for Community Liaison Officers (CLOs) and other relevant stakeholders in gender analyses and participatory community development

Building on previous programmes, BNTF 7 continues to mainstream gender considerations in all interventions and at every stage of the project cycle. This heightens awareness of the different situations faced by women, men, boys and girls, and this awareness impacts the design of interventions and their evaluation.

To address poverty and promote gender equality, the BNTF Programme supports sub-projects that:

- 1) Enhance equal access to opportunities and resources
- 2) Increase women's control of key assets
- 3) Enable women to participate in decision-making

The level of effectiveness in realising these objectives is measured against the following indicators:

## **EDUCATION AND HRD**

- Increased enrolment/attendance, disaggregated by sex
- Minimum of 40% of each sex participating in non-segregated training
- Min. 40% of either sex on schools' boards/PTAs
- Min. 40% of either sex as beneficiaries of maintenance training
- Number of micro businesses/increased level of productive activities, disaggregated by sex
- Increased certification of beneficiaries, disaggregated by sex/age
- % of trainees accessing sustainable employment, disaggregated by sex
- Provision of support services for primary caregivers, disaggregated by sex
- Reduction in the selection of traditional skills among male and female trainees

## **WATER AND SANITATION**

- Reduced time for fetching water, disaggregated by sex
- Increased water connections, disaggregated by sex of head of household
- Min. of 40% of each sex on the water boards/maintenance committees
- Min. of 40% of each sex participating in maintenance training
- % reduction public health risks, disaggregated by sex
- % increase in the number of productive activities, disaggregated by sex

## **BASIC COMMUNITY ACCESS AND DRAINAGE**

- Reduced travel time, disaggregated by sex
- Reduced transportation costs, disaggregated by sex of head of house hold
- Increased number of users (motor vehicle owners and pedestrians), disaggregated by sex, age
- Increased level of productive activities/productivity, disaggregated by sex

## **Tools for Gender Mainstreaming in the BNTF Sub-Project Lifecycle**

A number of gender considerations need to be considered throughout the sub-project lifecycle.

Below are some practical ways to ensure gender mainstreaming takes places throughout the lifecycle:

1. Poverty Reduction Action Plan (PRAP):

- ✓ Use participatory approaches when collecting data
- ✓ Ensure data sets are disaggregated to reflect women and men
- ✓ Analyse what roles are to be played by both men and women
- ✓ Ensure stakeholder analysis reflects gender considerations

2. Country Project Portfolio (CPP):

- ✓ The Results Monitoring Framework (RMF) should reflect disaggregated data sets (women and men)
- ✓ The priority interventions should be informed by stakeholder views that represent gender equality
- ✓ Refer to gender checklist

3. Technical Assistance (TA) for completing the CPP

- ✓ Ensure there is scope within the Terms of Reference (TOR) for working with vulnerable groups/women

4. Sector Portfolios (CNAAs, Minutes of Meetings, MOUs, technical designs/drawings, Environmental Checklist, Environmental Management Plan)

- ✓ Use participatory approaches when collecting data
- ✓ Ensure design responds to gender considerations
- ✓ Ensure environmental impact assessments respond to gender considerations

5. TA for completing the Sector Portfolios

- ✓ Ensure there is scope within the Terms of Reference (TOR) for working with vulnerable groups/women

6. Articulating Outputs and Outcomes

- ✓ Use deliberate targeting to ensure benefits are distributed in an equitable way
- ✓ Ensure impact assessments reflect gender considerations