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**CARE ÖSTERREICH'S**
# Conceptual Approach to Gender Equality & Women's Empowerment

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*'Despite the wealth of knowledge and experience from the south, women are virtually invisible in high profile poverty reduction strategies. Everything that CARE Österreich has seen shows us that only when women are prioritized globally, meaningful changes can happen for the poor.'* Ulrike Schelander, CARE Österreich, National Director.

## I    Background

### What is this paper for?

This paper briefly outlines the approach, definitions, activities and priorities of CARE Österreich (CÖ) as they relate to gender equality and women's empowerment work and efforts. It is intended to illustrate the work that CARE Österreich (CÖ) is engaged in by outlining programming priorities, key components and rationale behind CÖ's gender work.

This document is meant to be read both internally and externally. We hope that it will make it clear to CARE country offices, donors and partners; how, through our programming support and technical advice, CÖ wishes to improve the lives of women by means of social change.

## II    CARE Österreich's commitment to social change for women

**We, as CÖ have placed gender and women's empowerment at the core of all our work.** The focus on gender has emerged out of our practice and reflection of doing development and emergency work for more than 20 years. We have found that a gender focus is necessary because of (a) ethics – women represent more than 50% of the world's population (b) rights based approach – women and girls represent the most disadvantaged social group (c) proven results – investing in women has been shown to reduce overall poverty.

**We consider gender equality as a means and an end.** We explicitly promote gender equality as our overall objective and perceive tackling inequality as a means to end poverty and as an end in itself. Discrimination should always be addressed through a gendered perspective, because gender is the most important factor to produce inequalities in all societies. Consequently, our strategy is to address gender, particularly the empowerment of women. Empowerment can be achieved through advocacy, supporting women's groups and through cultural, social, economic and political change, including addressing the distribution of power to promote gender equality.

**We consider gender mainstreaming to be an essential tool** to help create institutions that integrate policies, plans and budgets that reflect women's as well as men's needs and contributions.

**We are convinced that it is necessary to integrate psychosocial interventions** throughout our programmes and projects in order to strengthen women's agency, self esteem and confidence so that they can actively engage in development. By applying a psychosocial approach to our programming we want to ensure that CARE Österreich's programmes and projects embody a holistic understanding of wellbeing of individuals taking into consideration all needs of a person: the material, social and psychological needs.

**We have chosen to work at high political levels and at community level** to bring women's grass roots voices and knowledge to the attention of national and international policy makers.



**We make linkages between gender equality and other priority issues particularly:**

*Psychosocial Wellbeing:* Women and girls, due to often centuries of discrimination, are more likely to suffer from reduced psychosocial wellbeing, which increases their vulnerability to poverty. Many girls and women are hindered by gender stereotypes that prescribe that women have to submit themselves to men and do not feel confident enough to participate in development programmes or engage in social change and politics. Therefore, CARE Österreich's overall programme strategy is to empower women and work towards gender equality by mainstreaming psychosocial interventions.[1]

*Gender based violence:* Gender based violence is a human rights violation and main cause of women's and girls' reduced wellbeing and poverty. In times of war, sexual violence and rape are frequently used as weapons of war. Violence causes general destruction, including at the individual psychological level. Our integrated programmes work on the individual and community levels. We support women and girls victims/survivors of gender based violence with feminist psychosocial counselling and also raise awareness about women's and girls' rights and legal regulations. We advocate against the stigmatization of victims of violence in their communities and for the formulation and implementation of laws against violence against women.

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[1] Guidelines for psychosocial programming with a focus on women & girls, CARE Österreich 2008

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**Food and livelihood security**: Rural women make a large food and agricultural production contribution to guarantee food and livelihood security for the entire household. Men and women often have different roles, rights, and responsibilities with regard to farming systems and the marketing of products, land ownership and management of natural resources (land, forests and water). Normally, women have limited access to male-dominated institutions such as saving and loan groups, farmers' associations and forest management committees. By strengthening women to play an effective role in decision-making processes in institutions such as saving and loan groups, farmers associations or forest management committees our programmes work towards equitable access and control over and benefit from income, food and agricultural production.

**Climate Change:** CARE's approach to adaptation recognizes that there are linkages between gender inequality and vulnerability to climate change. We are also convinced that women can play a central role in increasing the adaptive capacity of their families, communities and countries. In our work in community-based adaptation, we aim to empower women by providing them with information, skills and opportunities that facilitate engagement in decision-making on adaptation. From a policy perspective, we aim to highlight gender differences in vulnerability in our advocacy on adaptation to climate change. To highlight the inequality issues that frame vulnerability, we have developed a Climate Vulnerability and Capacity Analysis (CVCA) tool, which we are using in the design and implementation of our adaptation and livelihoods programming. This tool also generates evidence for advocacy, both at national levels in the countries we work in, and at the international level such as in the United Nations Framework Convention on Climate Change.

**Emergencies**: Complex emergencies and natural disasters have a differentiated impact on men and women. Men account for the largest number of combatants while women and children comprise the largest section of civilians affected by conflict. The rights of women and children are often directly threatened because women and children are more exposed to violence, particularly sexual violence. Nutritional and health needs of women, including their reproductive and sexual health needs, are often overlooked. Frequently cultural practices, beliefs and role stereotypes bind and restrict women, even in the face of disaster, thus increasing their vulnerability.

*From our Emergency Co-ordinator:* **'Having to act fast does not mean forgetting our principles regarding women.'**

Emergency response is an important area of CÖ programming, and it's vital that we also look at it through a gender sensitive lens. The effects of natural disasters fall disproportional on women because they typically have less cash savings, lower levels of education and smaller social networks than men. As a result, natural disasters frequently worsen existing gender inequalities. However, emergencies can also provide an opportunity to change power dynamics and to empower women to assume leadership roles in their communities. Therefore, CÖ emergency staff undertakes all steps necessary to ensure and incorporate gender mainstreaming and empowerment in a systematic way into emergency programming.

**We are guided by key international treaties and guidelines in particular:**

The United Nations Charter and the Universal Declaration of Human Rights; the Beijing Platform for Action; the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW); the Convention on the Rights of the Child (CRC); the Convention on the Rights of Persons with Disabilities (CPD); the Millennium Development Goals (MDGs); the Declaration on the Elimination of Violence Against Women, the United Nations Security Council Resolutions 1325, 1820 and Agenda 21; the IASC [2] (Inter-Agency Standing Committee) policy statement on Gender Equality Programming in Humanitarian Action; the IASC guidelines on mental health and psychosocial support in emergencies and the IASC Gender guidelines for interventions in humanitarian settings.

Focus is given to the implementation of the UNSCRs 1325 and 1820 because we firmly believe that the omission of women and women's needs from peace and reconstruction forums has an exponential impact on the whole of a community and its ability to recover after war. At the community level we employ an integrated women's empowerment and psycho-social approach to strengthen individual women's abilities so they can exercise their rights and enhance community cohesion and development through involvement in local and national level activities.

> *In 2004 **CARE's Strategic Impact Inquiry** looked at more than 30 research sites and data from more than 1000 projects to asses the impact our work has on women's empowerment. It found that solutions to women's poverty had to be grounded in long term strategies addressing the causes of gender inequality. Strong project design or results were found to be linked to addressing broader issues, and going beyond a project approach. CÖ has based many of its strategies on the lessons learnt from the SII[3].*

## III    CARE Österreich's gender approach

**a) Promoting gender equality through programming:** CÖ supports programmes and projects that address inequalities between women and men, including inequalities associated with access to services, resources (with a specific focus on natural resources), information, training, and decision making. We hope to improve the lives of poor, vulnerable and socially excluded rural groups, who generally speaking, are mainly women and girls. However, within these categories, women and girls with HIV/AIDS; victims/survivors of sexual and physical abuse; women and girls from low caste/indigenous ethnic groups; and survivors of war, internal conflict and natural disasters need particular attention.

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[2] IASC: The Inter-Agency Standing Committee was established in 1992 in response to General Assembly Resolution 46/182, which called for strengthened coordination of humanitarian assistance. The resolution set up the IASC as the primary mechanism for facilitating inter-agency decision-making in response to complex emergencies and natural disasters. The IASC is formed by the head of a broad range of UN and non-UN humanitarian organizations.

[3] Strategic Impact Inquiry (SII): CARE research study to measure what contribution CARE's programs and projects in different sectors have made to the empowerment of  women

## b) Working from both a Women's Rights and Development approach:

CÖ recognizes that

- meaningful sustained social, economic and political change requires working with society as a whole, particularly with those, who exercise power over the marginalized. Therefore we employ the strategy that projects work with both men and women but in ways that reflect their different social roles. e.g. everyday work processes include consultations with male elders and other elites as well as discussions with women; empowerment activities focus on enhancing positive male behaviour as well as educating women about rights.



- women and girls also require specially focused projects apart from men to build up their confidence, skills and capacities, to overcome their own discrimination in wider society. Therefore we also support some "women only" activities. e.g. communications training for women in politics, savings and loan groups for women, psychosocial counselling for women affected by conflict and related trauma.

Depending on the country and cultural context, as well as on existing initiatives from local partners and communities, CARE may decide to use a GAD (Gender and Development) or an affirmative action, only women's focused, anti-discrimination approach. Regardless of the approach employed, CARE's aim will always be to address the root causes of discrimination and inequality. This means that CARE will tackle policies, laws, practices and belief systems until structural inequities are confronted thus paving the way for social change.

## c) Joining up the dots from basic needs to political advocacy by supporting a holistic approach: CÖ projects and programmes embrace a whole spectrum of issues relevant to the specific country and cultural context of our beneficiaries. At times we might work on food security and other basic needs through emergency provision, while at other times we might focus on long term structural changes, such as through advocacy for gender mainstreaming in governments. Evaluations increasingly show that holistic programming is most effective in addressing the inter-connected nature of women's oppression. Consequently, we are increasingly employing a programmatic rather than a project focused approach. An example of a programmatic approach is to simultaneously support social and psychosocial services for women affected by gender based violence, whilst increasing media attention to their needs and working with communities on effecting legal change. Another example would be increasing women's knowledge and skill base for agricultural production while at the same time advocating for the improved position of women in government. Our holistic approach brings in various components of women's realities and hardships to create a wider, more accurate, notion of development.

**d) A Women Rights based approach consistently guiding project/programme design and implementation.** The application of women's rights is the cornerstone of all our interventions to overcome social injustice and ensure the dignity of women and girls. The implementation of international women's rights frameworks, adapted to suit the country and culture in question, is essential for the sustainability of our programmes.

**e) Working with both men and women on the individual and collective level.** It is critical that work on gender equality is carried out in a sensitive and highly participatory manner involving both men and women. Building awareness of how gender equality works is not only a matter of human rights, but it is also an instrument to improve lives. In some cases, a special focus on women-only activities, such as female savings and loans groups, is necessary and required; however, these activities are embedded within a wider programmatic holistic approach which includes men to promote social change. Relying on individually based strategies carries the risk of making women solely responsible for their own empowerment, ignoring social and institutional barriers. In addition, a sole focus on female change agents risks increasing women's workloads and their vulnerability to different forms of violence, particularly in the home. After all, it is understood that power shared is power multiplied, not reduced.



**f) Integrating psychosocial needs**: Psychosocial needs are often considered less important than material needs. Nevertheless, the psychological state of a person or group highly impacts their ability to participate in and play an active role in sustainable development. War and conflict, oppression and violence, discrimination and stigmatization, illnesses and poverty are high risks to psychosocial wellbeing because they reduce a persons' ability to concentrate on and engage in development. Women and girls are particularly at risk because they lack self esteem and confidence to participate in development activities that promote decision-making of women, political participation and gender equality. We are convinced that only after the psychosocial vulnerabilities of women and girls are addressed can development actions become efficient and sustainable.

*From our Psycho-Social Advisor:* '**Women's wellbeing as a requirement for development**'

CARE Österreich is working to find ways to integrate an appreciation of well-being into our regular programme work. For oppressed groups, such as women, it is not sufficient to simply address material needs. Emotional, spiritual and social needs also require attention. Psycho-social programming strengthens the capacity of individuals and communities to cope with stresses, particularly those associated with poverty, war, conflict, violence and disasters, by addressing well-being and in particular community feeling and focusing on a person's sense of value for self, others and life in general. With women this often means breaking the silence about violence, isolation, finding sense of solidarity with other women, learning new skills, expressing oneself and having a space for recreation, creative activities and opportunities to share with other women.

This is crucial for women and girls because they are often constrained by social norms so that they are usually not free to advance as they wish. The strong negative messages commonly associated with being female, plus the constant burden of chores and lack of appreciation lead to low self-esteem and confidence. In addition, most societies have norms that restrict women and girls in terms of movement, freedom to choose life paths, marriage partners or indeed any major choice in their lives. These restrictions can lead to a downward disempowering spiral. Daily violence and grinding poverty can increase vulnerability and reduce capacities.

CARE's programmes integrate this awareness through mainstreaming a psycho-social approach and applying it to how our programmes are designed, implemented, monitored and evaluated.

Investing in well being will provide women with the strength to engage in decision-making processes speak out on their own behalf as well as request and maintain control over resources.

**g) Contributing to the continuum from short-term relief to long-term development**
CARE is committed to continued work with communities after the emergency is declared as over. Therefore, we try to integrate development oriented approaches in our emergency responses as much as possible. Emergency situations often have a significant impact on traditional gender roles. Our emergency - rehabilitation - development programmes take these changes into account by promoting positive social change for women in their respective communities.

**h) Promoting innovation through piloting and testing new approaches.** CÖ is committed to exploring new approaches. For example, CARE has developed a new tool known as the Climate Vulnerability and Capacity Assessment (CVCA). This tool can be used by staff to understand and respond to climate related challenges that vulnerable communities, particularly the women in them, are facing. CÖ is currently initiating an Adaptation Learning Programme in Africa using this framework. Also CÖ is piloting and testing engendered psychosocial approaches as common psychosocial interventions in development often ignore gender roles.[4]

**i) Investing in becoming a truly learning organization:** CÖ has prioritized knowledge management and in-house organizational learning on the hypothesis that women's empowerment will be achieved by a combination of interventions addressing psychosocial well-being, livelihood security and participation in decision-making. Within this learning agenda special focus is given to learning about best practice in integrating a psycho-social approach into women's programmes as well as to effectively implement UNSCR 1325 at the community level to ensure highest impact to the individual women's life. A further learning focus is on best practice in community based climate adaptation programming. Findings from our programmes will be analysed and synthesised by our technical advisors and shared within CARE as well as with other development actors to ensure applying best practice.

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*Example of* **CARE Programmatic Approach to Women's Empowerment and Gender***; a multi-country multi-activity.*

In 2007, with financial support from the Austrian Development Agency, CARE Österreich joined with CARE country offices in Burundi, Nepal and Uganda in order to initiate a new multi-country approach to support women's empowerment.

This programme *'Claiming Rights – Promoting Peace Empowerment of Women in Conflict Affected Areas'* has an inbuilt learning component whereby each country office shares best practices and experiences of applying a holistic combination of activities to advance women's status and where CARE Österreich hypothesis regarding women empowerment approaches will be tested. In each activity psycho-social support is mainstreamed. The activities undertaken combine grassroots empowerment work, economic capacity building, awareness raising on rights, with advocacy and policy change for women's political and legal rights.

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[4] See CÖ psychosocial operational guidelines with a special focus on women and girls

**j) Advocacy and lobby work:** European, Austrian, and in some cases UN level advocacy, is key to our efforts. We recognize that the source or solution of many problems in Southern countries are the policies and practices in the North. We target violence against women, implementation of UNSCR 1325 &1820, gender inequality, climate change adaptation, and gender responsive budgeting.

*For example:*
- in 2007 we initiated a web-based campaign to ensure effective political structures to respond to extensive sexualized violence in the DRC;
- We collaborate with networks that monitor European aid practices in relation to women, attempt to ensure the aid effectiveness agenda benefits women, and push for the full implementation of the UNSCR 1325. Some of the networks we collaborate with include CONCORD and WIDE.
- In cooperation with partners, we have highlighted at the Conference of Parties of the UNFCC the need for gender to be included in the climate change adaptation plans of the world's poorest countries.

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*From our Programme Director:* '**Gender Budgeting is an important tool for change**'

CARE Österreich supports the use of gender budgeting tools to ensure that policy commitments become actualized into expenditure for real change for women. Negotiating for greater allocations of Government resources for women, is an important role for local non-governmental groups and one that CARE advances through activities such as capacity building of local groups to be able to advocate for budgets that help create a better state for women as well as men.

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**k) Supporting work in selected countries:** CÖ works world-wide but focuses on priority countries to maximize our capacities and deepen our understanding and relationships. Some of the CARE country offices we have special agreements with include Nepal, Burundi, Mozambique, Rwanda, South Africa, Georgia and the West Bank Gaza. Other countries of focus include inter alia: Bosnia-Herzegovina, Middle East and Maghreb, East Timor, Indonesia, Myanmar, Tanzania, Uganda, Democratic Republic of Congo and Ethiopia. We plan to increase our scope of work as resources increase.

**l) Getting our own house in order – engendering ourselves as an institution:**

- CÖ is implementing plans to ensure the highest standard of gender expertise, gender sensitivity and gender awareness among staff, and to make clear our commitment to gender mainstreaming in all areas of our work. These plans address areas such as training needs, structural reviews and changes, and policy implementation.
- CÖ is active in the CARE International Gender Network which addresses issues of common policy and standards on gender. By being a part of the Network, we have been involved in various CARE global initiatives such as the integration of gender issues into human resource practices through the adoption of systems to minimize risks of sexual exploitation, harassment and abuse and the emergency tool kit.
- CÖ has in-house technical advisors who provide special expertise to country offices and programmes on gender and psycho-social support, gender and climate change & livelihood security, and gender and emergencies.
- CÖ is linked to various national, European and international gender and women's network to build up strategic partnerships for programming, research and advocacy.

- ➢ CÖ plans to become a centre of expertise on gender issues for our country offices and partners.
- ➢ CÖ is an active member of the CARE Food Security Advisory Group and the CARE Climate Change taskforce. Adaptation to climate change and support to vulnerable women to increase resilience were selected as a priority in the taskforce recommendations.
- ➢ CÖ ensures that communication with our constituency is gender sensitive and raises awareness regarding women's rights and gender issues.

*From our climate change & livelihood security expert* **– 'Mainstreaming Gender into Climate change programming and debate must become routine practice'**

CARE Österreich is firmly committed to ensuring that women and their perspectives are included in debates, policy decisions and programming in the field of climate change adaptation and mitigation because (a) women tend to be the unacknowledged custodians of climate affected natural resources such as wood, water and land (b) they are often aware of negative environmental impacts before men (c) as more than half the world's population they have a right to be at the table so that they get the space to act as change agents rather than being perceived as mere victims.

Climate change affects us all but it affects southern women's livelihoods more severely due to their commonly assigned roles. Traditionally women undertake work such as food staples production, water collection, cooking and other tasks associated with the maintenance of the family and household. These activities necessitate awareness to the environment and how humans can relate responsibly to it. Any change in climate that affects food stocks, water levels, or fuel supply means more work for women and less resources for them. In other words, climate change for women means that they have to walk further to obtain scarce firewood and water, often at the risk of being attacked. It also means less food for them during time of scarcity because men often eat first leaving women with relatively little to eat.

Community-based adaptation targeting women and focusing on their needs is a crucial step in the right direction. Adaptation needs of poor women must be prioritized in adaptation funds and sex disaggregated indicators must be included to facilitate the monitoring and targeting of poor women.

## IV    Examples of projects and programmes supported

**Mini Portfolio:** Below is an example of typical projects developed and supported by CÖ which exemplifies our approaches, and shows the gender issues we typically work on.

| # | APPROACH | ISSUE | COUNTRY |
|---|---|---|---|
| 1 | Working with men and women | Engaging men in changing gender roles | Burundi |
| 2 | Working with men to end violence against women | Overcome Female Genital Mutilation (FGM) | Ethiopia |
| 3 | Provisioning psychosocial services to female victims of human rights abuses | Humanitarian support for Iraqi refugees | Jordan |
| 4 | Integrating women into mainstream agriculture & natural resource management | Women & forest management committees | Myanmar |
| 5 | Increasing livelihood security of women through saving & loan groups | Increase income and overcome social, cultural, and political barriers to women's empowerment | Tanzania / Zanzibar |
| 6 | Strengthening local capacities to monitor national and regional action plans and policies | Counter-trafficking | Bosnia Herzegovina |
| 7 | Increasing gender expertise in CÖ staff through training, in-house capacities and learning | Knowledge management | Austria |
| 8 | Introducing an engendered programme approach | Test and share best practices of implementing UNSCR 1325 in post-conflict remote areas | Multi-countries approach: Burundi, Nepal & Uganda |

*'**Women said that the skills and confidence they had gained from contact with CARE programmes were allowing them to play a stronger and more active role in the household, to talk with their husband at a more equal level, to participate in public meetings and to enter the public space more broadly**[5].'*

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[5] Vision for CARE from CARE's Strategic Impact Inquiry II

## V      Relevant CÖ tools

'**A world class learning organization in steadfast service to the poor that helps women secure important short-term well being and social justice gains, but pursues and asks to be judged against a more ambitious long term goal to alter the power relations and structures that sustain poverty.**'[6]

**CÖ Gender Strategy 2007-2012:** Outlines objectives, activities, processes, roles and understanding, and an implementation plan. Also includes goals on gender awareness, expertise, analyzing and addressing institutional barriers.

**CÖ Internal Minimum Programming Standards (abbreviated):**

*It is intended that they will be applied to all new projects/programmes by the end of 2008 and that Memorandums of Understanding with CARE offices and partners in focus countries will include a commitment on them. These are supplementary to any required donor standards.*

(a) For all programmes:
- ✓ All new programmes and projects must be based on a gender analysis.
- ✓ Projects explicitly state at least one gender equality result.
- ✓ Indicators, implementation strategies, objectives of programmes and M&E should include gender aspects.
- ✓ Programmes must work with gender responsive partners or provide gender awareness training to partners.
- ✓ All projects collect sex disaggregated data

(b) For women's empowerment programmes
- ✓ Have a clear hypothesis (causal argument) for how empowerment will be facilitated or achieved
- ✓ Gender analysis and power analysis should be part of the design and/or inception phase
- ✓ Empowerment must be clearly defined and an "empowerment baseline" (for measuring the progress with regard to the envisaged theory of change) must be established
- ✓ Must include women in all actions and work with men strategically (affirmative action, engaging men)

**CÖ Guidelines for psychosocial programming with a focus on women and girls:**
These guidelines clarify psychosocial terms and concepts and provide best practices examples, lessons learnt as well as guiding questions for project design, implementation, monitoring and evaluation. (Integrating the psychosocial dimension in women's empowerment programming: A guide for CARE Country Offices. CARE Österreich 2009)

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[6] CARE's Strategic Impact Inquiry synthesis report

## VI CARE International relevant standards

CÖ also employs and affirms suitably engendered standards approved by all members of CARE International in particular the -

**CI Gender Policy.** Draft, June 2008.

**CI Guidelines on Prevention of Sexual Exploitation and Abuse (PSEA)**

**CI Emergency Tool Kit,** Gender Chapter.

**CARE Climate Vulnerability and Capacity Assessment (CVCA) framework**, 2008

**CI Programme Standards Framework,** 2003

**CI Characteristics for a programme approach.** *These eight characteristics outline how programmes should be designed and realized in order to achieve significant and lasting impact on poverty reduction and social injustice.*

1. A thorough **analysis** of underlying causes of poverty and social injustice at multiple levels with multiple stakeholders.
   - The analysis must be gendered and sex disaggregated data at all indicator levels is collected, synthesized and analyzed on an ongoing basis, according to learning and accountability needs.
   - Thorough analysis means applying gender and cultural analysis.

2. A clearly defined **goal** for impact on the lives of a specific group, realized at broad scale.
   - The goal should be developed in consultation with marginalized groups, such as local women's groups, indigenous communities, people with disabilities.
   - Expected change towards gender equality should be clearly defined by the project and programme impact statement

3. An explicit **theory of change** that is rigorously tested and adapted to reflect ongoing learning.
   - Any theory of change implies social transformation which includes along gender, class and caste lines.

4. A **coherent set of initiatives** that enables CARE and our partners to contribute significantly to the transformation articulated in the theory of change.
   - These initiatives will challenge power relations, achieve systemic changes in institutions, work at multiple levels and contribute to policy change.

5.  Ability to promote organizational and social learning, to generate **knowledge and evidence** of impact.
    - Including the deliberate process of analysis, reflection & learning about staff competencies & attitudes related to gender programming
    - Including a deliberate process of analysis, reflection, learning about gender norms involving women & men

6.  Contribution to **broad movements for social change** through our work with and strengthening of partners, networks and alliances.
    - This means ensuring that staff clearly understand and embrace empowerment and social and structural changes for the most subordinated groups including for women and girls.
    - This means ensuring that the programme includes significant and pertinent advocacy initiatives about structural causes of gender inequality

7.  A strategy to leverage and influence the use and allocation of **financial and other resources** within society for maximizing change at a broader scale.
    - This means supporting efforts to ensure transparency of national and donor budgets and involvement in budgeting processes of marginalized groups, such as through local level community-based budgeting, and gender budgeting.

8.  **Accountability** systems to internal and external stakeholders.
    Regular reviews of progress are undertaken against gender indicators by participating men and women

## CI Programme principles:

1.  **Promote empowerment**
2.  **Work in partnership with others**
3.  **Ensure accountability and promote responsibility**
4.  **Oppose discrimination**
5.  **Oppose violence**
6.  **Seek sustainable results**

## VII    What you can expect from us:

**Generally:**

- Technical advice related to gender equality and women empowerment in the programmatic areas of psycho-social programming, livelihood security and climate change adaptation, and emergencies.
- Strategic inputs relating to policy and advocacy development and implementation at regional, international and national levels
- Knowledge base relating to best practices, and lessons learnt on gender, women's empowerment and women's rights and psychosocial programming
- Funding for gender mainstreaming and women empowerment projects/programmes and research studies
- Advocacy at Austrian, European and UN levels to leverage other actors and resources.
- Sharing best practices at international fora related to gender mainstreaming, engendered psychosocial programming and the implementation of international women's rights frameworks
- Networking and strategic partnerships

**Specifically for CARE Country Offices:**

- CÖ can provide resources to conduct gender and power analysis in countries
- Austrian TAs will support development of gender indicators in thematic focus areas and provide support in developing monitoring & evaluation plans.
- Creation of databases with Gender and Psychosocial experts and strategic partners and relevant networks
- Support for gender mainstreaming of CO strategic plans
- Best practices and reflection results on gender available from CÖ
- Share best practice from COs at CI and other fora

## VIII    Key terms



**Empowerment**: The process of gaining access and developing one's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, social and political terms. Women's Empowerment has five components: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.[7]

**Gender** The social differences between women and men that have been learnt, are changeable over time and have wide variations both within and between cultures. Gender refers to the rules, norms and practices by which the biological differences between men and women, boys and girls, are interpreted. "Gender," along with class and race, determines the roles, power and resources for females and males in any culture. Attention to gender relations typically focuses on addressing women's needs and circumstances as they are usually more disadvantaged than men. However gay, lesbian, bisexual and transgender people also usually face discrimination and violence because of their perceived non-conformity with gender roles, so comprehensive programming that is gender sensitive should also take their circumstances into account.

**Gender equality** or equality between women and men: refers to the equal enjoyment by women, girls, boys and men of rights, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male.

**Gender equity** or justice in the distribution of resources, benefits and responsibilities between women and men, boys and girls. The concept recognizes that power relations between girls and boys, men and women are unequal, and that such inequalities should be addressed resulting in some bias in favour of the less equal.

**Gender mainstreaming** or strategy for implementing gender equality and empowerment of women through organizational and structural change. Gender mainstreaming entails planning, (re)organization, improvement, development and evaluation of policy and implementation processes so that gender equality is incorporated in all development policies, plans, strategies, budgets and interventions. For CARE, mainstreaming gender means applying gender analysis to all aspects of our work, including advocacy and communications. Gender is not a separate issue; it is crosscutting all issues and sectors.

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[7] "Enhancing the EU Response to Women and Armed Conflict"; ecdpm European Centre For Development Policy Management, Discussion Paper No.84, April 2008 – for further discussion around the definition of women's empowerment see as well http://www.bridge.ids.ac.uk/reports/bb14women_empowerment.pdf

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**Gender- based violence** is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples of gender-based violence include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; violence against gays, lesbians and trans-gendered persons; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honor killings; and widow inheritance.

**Gender expertise** is the professional knowledge that is needed to reach the aim of gender equality in different fields as well as a better outcome to projects and programmes. For example, the gender aspects of water management or the role of gender in conflict applied to planning and implementing projects and programmes**.**
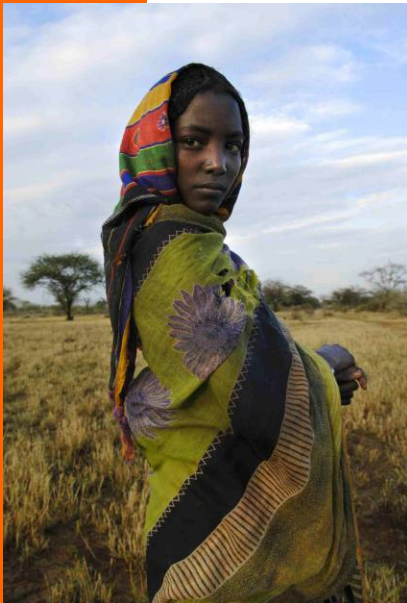
**Rights based approach -** Rights-based approaches to development are grounded in the framework of international human rights. They focus on direct interventions at building rights-holders´ capacity to claim their rights and duty-bearers´ ability to meet their obligations. Using a rights-based approach, development actors employ a variety of methods — to help facilitate a process of empowerment for poor and marginalized peoples and communities. Ultimately, a rights-based approach aims at creating the conditions under which people can live in dignity and peace and develop their full potential.

**Sex-disaggregated information -** All data should be broken down or disaggregated by sex. For instance, rather than saying "500 children attended the winter schools during 2000-2001" it tells people much more to say "380 boys and 120 girls attended the winter schools during 2000-2001". Disaggregating information by sex makes gender imbalances visible. Information should also be disaggregated according to other significant characteristics, such as impairments, age, race, ethnicity and religion.

**Psycho-social -** Psycho refers to the mind and soul of a person. This involves internal aspects such as feelings, thoughts, beliefs, attitudes and values. Social refers to a person's external relationships and environment. This includes interactions with others, culture, social influences of family, peers, school and community. In short, "psycho-social" deals with the well-being of individuals in relation to their environments.

**Climate change adaptation -** Adaptation is defined as the process or outcome of a process that leads to a reduction in harm or risk of harm, or realization of benefits associated with climate variability and climate change[8]. We understand adaptation to entail two things a) reducing vulnerability to chronic conditions -  helping communities adjust to new conditions such as higher temperatures, sea-level rise, saline intrusions, subsiding water tables, more or less rainfall, less predictable seasons, etc. b) reducing vulnerability to catastrophic events - helping communities reduce the risks posed by hazards  like hurricanes, hailstorms, droughts and sudden floods. Care's approach to community based adaptation is people centered, context specific and involves women at the heart of planning and implementation, so that both women's and men's concerns – their roles and resources – are taken into account.

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[8] Richendra Connell and Robert Willows (eds.) (2003) Climate Adaptation: Risk, Uncertainty and Decision-Making, Technical Report, Oxford: UK Climate Impacts Programme.

## IX    Resources

**International Instruments**

- CEDAW – The United Nations Convention on the Elimination of All Forms of Discrimination against Women, 1979. http://www.un.org/womenwatch/daw/cedaw/
- BPFA - The United Nations Beijing Declaration and Platform for Action, 1995. http://www.un.org/womenwatch/daw/beijing/platform/:
- UNSCR 1325 - UN Security Council Resolution 1325: Women, Peace and Security, 2000. http://www.un.org/events/res_1325e.pdf
- UNSCR 1820 – UN Security Council Resolution 1820: On sexual violence against civilians in conflict, 2008. http://www.un.org/Docs/sc/unsc_resolutions08.htm
- CPD – The United Nations Convention on the Rights of Persons with Disabilities http://www.un.org/disabilities/convention/conventionfull.shtml
- CRC – The United Nations Convention of the Rights of the Child, 1990. http://www2.ohchr.org/english/law/crc.htm
- UNFCC – The United Nations Framework Convention on Climate Change and the Kyoto Protocol. http://unfccc.int/2860.php

**Gender and rights based tools from CARE International**

- CARE International Strategic Impact Inquiry on Women's Empowerment. Synthesis report Phase 2. The Courage to Change. Martinez, CARE 2006. http://pqdl.care.org/sii/SIILibrary/SII%20Women's%20Empo werment%20Global%20Phase%202%20Synthesis%20Repo rt%20Executive%20Summary%202006.pdf

- RBA and Gender Characteristics Scale. A CARE India tool to analyze projects, programmes or sectors according to a rights-based and gender perspective. Johan de Wilde, CARE USA

- Gender Equity Building Blocks. Tools that reflect tried-and-tested lessons about what it means to mainstream gender and other diversity issues into the core elements of programming: our concepts, analysis, strategic choices, implementation methods, partnerships and information systems . http://mycare.care.org/portal/server.pt?open=space&name= Dir&psname=SearchResult&psid=21&cached=true&in_hi_userid=1294&control=OpenSu bFolder&subfolderID=18453&DirMode=1

- Entry points for empowerment: An analytical toolbox to help put into practice right-based approaches that empower people to claim and exercise their rights as well as new programmes to address discrimination, exploitation and violence against women. Andrew Bartlett

**UNSCR 1325 & Peace Building**

- Inclusive Security, Sustainable Peace. A toolkit for Advocacy and Action. International Alert, Women Waging Peace 2004
  http://www.huntalternatives.org/pages/87_inclusive_security_toolkit.cfm

- Rethink. A handbook for sustainable peace. Kvinna till Kvinna, Sweden 2004
  http://www.reliefweb.int/rw/lib.nsf/db900sid/LHON-64LH4L/$file/KvinnaTillKvinna_Women_Peace_2004.pdf?openelement

- Report on involving men in the implementation of UNSCR 1325. GAPS, Canada 2007
  http://www.eplo.org/documents/gaps%20report.pdf

- Resolution 1325: From rhetoric to practice. A Report on Women's Role in Reconciliation Processes in the Great Lakes Region. CARE Norway and PRIO, 2005.
  http://www.prio.no/files/file47078_prio-care_report_women_and_reconciliation.pdf

**Empowerment**

- Measuring Empowerment in Practice. Structuring Analysis and Framing Indicators. World Bank Policy Research Working Paper 3510, February 2005
  http://siteresources.worldbank.org/INTEMPOWERMENT/Resources/41307_wps3510.pdf

- Gender and empowerment: definitions, approaches and implications for policy. Briefing prepared for the Swedish International Development Cooperation Agency (Sida), Bridge/IDS 1997
  http://www.bridge.ids.ac.uk//bridge/Reports/re40c.pdf

- Women's Empowerment. An annotated bibliography. Bridge/IDS with Pathways of Women's Empowerment 2006
  http://www.bridge.ids.ac.uk/reports/bb14.pdf

- Resources. Listing on Empowerment, Gender and Development, Vol 15, Number 2, 312f. July 2007

**Psycho-social issues**

- Integrating the Psychosocial Dimension in Women's Empowerment Programming: A guide for CARE Country Offices. CARE Österreich 2009.

- Gender, Conflict Transformation and the Psycho-Social Approach. Toolkit. SDC 2006
  http://www.deza.admin.ch/ressources/resource_en_91135.pdf

- IASC Guidelines on Mental Health and Psychosocial Support in Emergency Settings, 2007.http://www.who.int/mental_health/emergencies/guidelines_iasc_mental_health_psychosocial_june_2007.pdf

- International Research and Program Evaluation Collaborative. Project Bibliography. Center for the Victims of Torture USA, 2006.
  http://cvt.hutman.net/files/pg46/BIBLIOGRAPHY_website_Aug2006.pdf

- Intervention. International Journal of Mental Health, Psychosocial Work and Counselling in Areas of Armed Conflict. http://www.interventionjournal.com/

- Guidelines for Gender-based Violence Interventions in Humanitarian Settings. IASC 2005. http://www.who.int/hac/techguidance/pht/GBVGuidelines08.28.05.pdf

- Violence against women in war: Handbook for professionals working with traumatized women. Medica Mondiale, Germany 2006
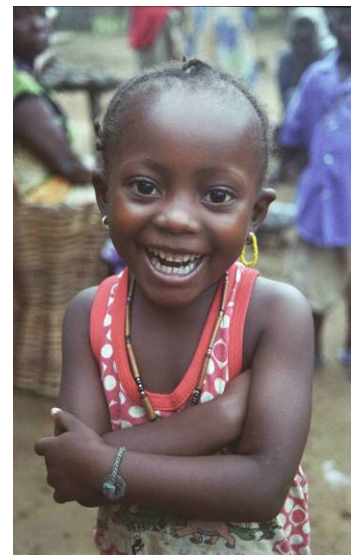
**Livelihood and Climate change**

- CARE Poverty and Climate Change Taskforce: http://www.careclimatechange.org/

- CARE Climate Vulnerability and Capacity Analysis (CVCA) Handbook: http://www.careclimatechange.org/cvca

- Household Livelihood Security Assessments: A Toolkit for Practitioners. CARE 2002 http://www.proventionconsortium.org/themes/default/pdfs/CRA/HLSA2002_meth.pdf

- Participatory Capacities and Vulnerabilities Assessment: Finding the Links between Disasters and Development. Oxfam http://www.proventionconsortium.org/themes/default/pdfs/CRA/PCVA_2002_meth.pdf

- Working with Women at Risk: Practical Guidelines for Assessing Local Disaster Risk. International Hurricane Center 2003 http://www.proventionconsortium.org/themes/default/pdfs/CRA/IHC2003_meth.pdf

**Reference**

http://www.awid.org
http://www.bridge.ids.ac.uk
http://www.careacademy.org
http://careclimatechange.org
http://www.eldis.org/go/topics/resource-guides/gender
http://gender.developmentgateway.org/
http://www.womanstats.org
http://www.siyanda.org
http://www.livelihoods.org

**Multi-lateral and Bi-lateral agencies**

http://www.acdi-cida.gc.ca/CIDAWEB/acdicida.nsf/En/JUD-31192610-JXF
http://gtz.de
http://www.oecd.org/site/0,3407,en_21571361_38039199_1_1_1_1_1,00.html
http://www.gendermatters.eu
http://www.stopvaw.org/stop_Violence_Against_Women.html
http://www.thecommonwealth.org/subhomepage/34021/gender/
http://www.undp.org/women/
http://www.unfpa.org/gender/
http://www.unifem.org
http://www.fao.org/gender/
http://www.adb.org/gender/
http://www.un-instraw.org/en/index
http://www.un.org/womenwatch
http://research4development.info/SearchResearchDatabase.asp?ProjectID=3862

**INGOs and others**

http://www.crin.org/hrbap
http:// www.genderaction.org
http://www.genderatwork.org
http://www.humanitarianinfo.org/iasc/content/subsidi/tf_gender/gbv.asp
http://www.pathways-of-empowerment.org
http://www.qweb.kvinnoforum.se
http://www.wide-network.org
http://www.medicamondiale.org/_en/bibliotek/trauma/
http://www.wedo.org
http://www.genderandwater.org

## X     Abbreviations

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|---|---|
| CI | Care International |
| CÖ | Care Österreich (Austria) |
| CO | Care Country Office |
| CONCORD | European NGO confederation |
| DRC | Democratic Republic of Congo |
| GAD | Gender and Development |
| M&E | Monitoring and Evaluation |
| NAPA | National Adaptation Programmes of Action |
| NRM | Natural resource management |
| SII | Strategic Impact Inquiry (by CARE) |
| TAs | Technical Advisors |
| TORs | Terms of Reference |
| UNFCCC | UN Framework Convention on Climate Change |
| UNSCR 1325 | UN Security Council Resolution 1325, on women, peace & security |
| UNSCR 1820 | UN Security Council Resolution 1820, on sexual violence and conflict |
| WIDE | Women in Development Europe NGO |

## Contact details:

CARE Österreich
Lange Gasse 30/4
1080 Vienna, Austria, Europe
www.care.at
www.care.at/careexpert
Phone: ++ 43-1-715-0-715
Fax:     ++ 43-1-715-0-715-12

Programme Director: Christina Stummer

**Our technical advisors:**
Programme & Learning Advisor for Gender - Barbara Kühhas
Programme & Policy Advisor for Psychosocial Programming – Tonka Eibs (Janine Wurzer)
Programme & Policy Advisor for Climate Change, Livelihood & Food Security – Andreas Zahner

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