



CAPTURING THE CHANGE

MEASURING THE IMPACT OF
CONSIDERING GENDER INEQUALITY
AND GENDER-BASED VIOLENCE IN
THE FIGHT AGAINST HUNGER



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Since 2013, Action Against Hunger has been working to become a gender sensitive organization. This includes the development and implementation of a set of Gender Minimum Standards, the core requirements we hold all offices accountable to when it comes to considering and addressing gender issues in our work.

In 2017 we launched a two-year project funded by the US Bureau of Population, Refugees, and Migration (BPRM) looking at ways to mitigate and prevent gender-based violence (GBV) in our programs through focused GBV mainstreaming initiatives in three pilot countries – Bangladesh, South Sudan and Mauritania.

HOW DO WE CAPTURE THE CHANGE?

We started to wonder – are we improving the accountability of humanitarian nutrition organizations to mitigate and prevent GBV? What changes are felt and observed in the lives of the people we work with? What about our staff?

Action Against Hunger developed the Capturing the Change¹ methodology to better understand the intended and unintended changes as we work to enhance the accountability of nutrition organizations to mitigate and prevent GBV.

The following stories were collected to help us understand changes experienced as a result of trainings held in 2018.

¹ Based on MSC methodology: “The Most Significant Change (MSC) approach involves generating and analysing personal accounts of change and deciding which of these accounts is the most significant – and why.”

CHANGING PERSPECTIVES

A CHANGE STORY FROM A PARTNER ORGANISATION IN SRI LANKA WHO PARTICIPATED IN A TRAINING ORGANIZED BY THE ENHANCING THE ACCOUNTABILITY FOR GBV PROJECT IN BANGLADESH.

The prevention of GBV is integrated in all community based programs conducted by the Sri Lanka Red Cross Society.

We are conducting awareness programs through focus group discussions, presentations, street drama, peer education, and so on. The most effective way is street drama, but it is expensive.

GBV IS INTEGRATED IN ALL COMMUNITY-BASED PROGRAMS:

- ✦ Red Cross/Red Crescent Dissemination Programs
- ✦ Community Based Health & First Aid
- ✦ Psycho-social Support
- ✦ Community Based Disaster Management
- ✦ Awareness programs through focus group discussions, presentations, street dramas, peer education, etc.

As a result, change has been observed across staff, partners and beneficiaries:

- ✦ Staff respect each other in the workplace.
- ✦ Partner organizations are addressing all issues related to power dynamic between gender within the workplace.
- ✦ After the awareness sessions we have observed considerable behavior changes from the beneficiaries and are taking the time to measure it.

WE ARE CONDUCTING AWARENESS PROGRAMS... THE MOST EFFECTIVE WAY IS STREET DRAMA.



CHALLENGES?

Our main challenge currently is the status of Sri Lanka as a Middle Income Country (MIC) with slower growth. Other challenges include difficulty to receive international grants for NGOs to support local projects and poor awareness of of the communities about gender and power dynamic. Another challenge is the difficulty to access and support certain areas in the country that've been affected by the civil war and where a high number of women are the head of families.

Gender-Based Violence is linked to economic status. To change it, we have to facilitate economic growth within the family through livelihood interventions, with the involvement of the authorities.

PUTTING ON THE "GENDER GLASSES"



A CHANGE STORY FROM A TRAINING PARTICIPANT ON THE ENHANCING THE ACCOUNTABILITY FOR GBV PROJECT IN SOUTH SUDAN



**I INTERACT WITH BENEFICIARIES
IN FOCUS GROUP DISCUSSIONS**



I am a project assistant for Health and Nutrition projects. I learned about the Enhancing Accountability for GBV project at a Nutrition coordination meeting, and I attended the training organized by Action Against Hunger in Juba.

The training enabled me to fully understand the different roles, needs and responsibilities of men and women, and to prevent GBV in my area of work.

I am now able to review staff knowledge on GBV-related issues during monitoring visits, and while reviewing proposals I am particularly sensitive to whether or not the project design addresses gender issues.

In focus group discussions, I interact with beneficiaries whether they were fully involved during needs identification, implementation or evaluation. I make sure staff have read and understood the code of conduct before signing contracts to address PSEA related issues.

THERE HAVE BEEN SOME CHALLENGES...

Most staff have signed contracts without knowing their code of conduct, and without knowing much about PSEA. Some communities are not fully involved in project identification, and women are not fully involved in any stage of projects. And although we know it does happen, data on GBV cases are not available.

CHANGING BEHAVIOURS



A CHANGE STORY FROM A STAFF MEMBER ON THE ENHANCING THE ACCOUNTABILITY FOR GBV PROJECT IN SOUTH SUDAN

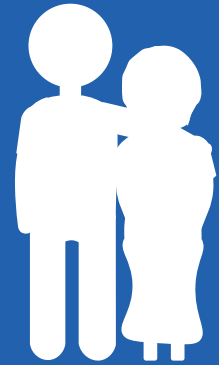
I took part in a GBV training that was conducted here in Maluakon. Since the training, a series of things have changed with me.

I LEARNED THAT WOMEN HAVE A RIGHT TO WORK AND LEARN



I married my wife at a tender age – she was a student in her fifth year of primary school when I married her. After the training, I was prompted to return her to school because I learned that there were a lot of opportunities she could learn from that could benefit us as a family. Women also have a right to work and learn like men. I have now encouraged her to do whatever she wants to pursue for the future – something that will benefit the family – and instead of making decisions for her, we agree on things together. It is important to value your wife. I am interested in teaching her some of the new things I learned from the training so she can benefit from them for the good of our family.

I MARRIED MY WIFE AT A TENDER AGE



Community perceptions and family have been a challenge, because fellow men don't understand the way they should treat their wives. I was able to convince my uncle, who is an elder, and through him I have also encouraged my brothers. They are starting to do the same for their wives.



I HAVE ENCOURAGED MY BROTHERS TO DO THE SAME



I would like to get another refresher training to help us further. It is important to emphasise that women and men alike are vital in the community – no-one should be excluded. If you look around, all positions are occupied by men. Women should be encouraged to work since they make up a bigger proportion of the community, and I think that in order to effect change in our community, they have to take part in these things.

WHY IS THIS STORY SIGNIFICANT?

This is very important for community development; this training will encourage other men to participate and also become role models for other men in the community. We need to involve both men and women, which means we have to encourage women. There is no need to restrict women from positions – it is vital to understand this.

AWAKENING AWARENESS

A CHANGE STORY FROM A STAFF MEMBER ON THE ENHANCING THE ACCOUNTABILITY FOR GBV PROJECT IN MAURITANIA

I'm a Water and Sanitation specialist working on the Enhancing Accountability for GBV project in Mauritania.

I've seen an increasing consciousness about gender analysis and gender-based violence. As a result, people are more aware of behaviour related to power dynamics in the workplace.

There have been some cultural challenges: sometimes people mistrust one another based on their community or socio-cultural background.



But I've found that there's more cohesion among team members, who are also showing positive changes in their behaviour. This project has been really valuable for the members of the team, both in their professional and social environments.



TEAM MEMBERS ARE SHOWING POSITIVE CHANGES IN THEIR BEHAVIOUR