

# ACF INTERNATIONAL GENDER POLICY

What are the basic principles of the gender policy?

## SENSITIZATION REPORT

ACF International Gender Policy and Toolkit  
Technical and Support Workshops

Maanzoni Lodge, Machakos County, KENYA

September 26 and October 01, 2014

1.

Recognize  
equality as a  
condition  
of  
n.

7.

All staff understand  
gender equality is  
fundamental to ACF's  
mission and mandate.

6.

All staff base all ACF  
policies and programmes  
on a nutrition-sensitive  
gender analysis.

5.

All staff abide by the  
Do No Harm principles  
and seek to prevent  
negative effects of  
ACF action.



## 1. Introduction

ACF International organizes its annual Technical and Support workshops in different locations around the world for Water Sanitation and Health (WASH) and Food Security and Livelihoods (FSL), Nutrition/Mental Health and Care Practices, Logistics, Finance and Administration and Human Resource (HR) teams. This year, the workshops were organized by the Training Centre and took place in Maanzoni Lodge, Machakos County, from 22<sup>nd</sup> – 26<sup>th</sup> September and 29<sup>th</sup> September – 3<sup>rd</sup> October.

The sensitization sessions were aimed at equipping the ACF Staff across the 5 HQs and their Missions with knowledge of the ACF International Gender Policy and Toolkit.

The participants were well represented across the 5 Headquarters, USA, Spain, France and their missions as well as Canada and the UK spotting a total of 183 participants with 97 male and 86 females. The workshops saw 40 participants for WASH, 46 for FSL, 14 for Finance, 67 for Nutrition and 16 for Logistics attend the workshops.

## 2. Training Objectives

The overall and specific objectives of the sensitization sessions were:

*Overall objective:* To Sensitize all ACF staff on the ACF International Gender Policy

*Specific Learning Objectives:*

- to have a common understanding of what is gender in ACF
- to be sensitive to the background, scope and aim of the ACF gender policy
- to become aware of how the policy and toolkit rollout has been organized
- to be cognisant of the mechanisms ACF International has put in place to create an enabling environment
- to understand importance of SADD and gained insight into the IASC Gender Marker and ECHO Gender and Age Marker

### 3. Training Overview

The programme ranged from 2.5 to 3 hours that was adapted for the sensitization sessions.

Sessions for WASH/FSL/NUT
<b>What is Gender</b> <b>Background of the Policy &amp; Rollout Overview</b> <b>Key Action 2: SADD &amp; Key Action 4: Gender Marker</b>

Sessions for LOG/ADMIN
<b>What is Gender</b> <b>Background, Scope, Aim of the Policy &amp; Rollout Overview</b> <b>Creating an Enabling Environment</b> <b>Key Action 2: SADD &amp; Key Action 4: Gender Marker</b>

#### What is Gender

The aim of this session was for the participants to have a common understanding of gender in ACF, clarify misconceptions around gender and be sensitive towards different gender needs in the event of a humanitarian disaster.

#### Ice Breaker

The facilitators kicked off each the sensitization workshops with a statement game to gauge the participants understanding of the topic. A statement was read and participants were request to stand or seat if they agreed or disagreed with the statements respectively.

The participants were then asked to imagine they were the opposite sex for a day and name one thing that they would/could do or change. As not all responses could be sampled due to the large numbers, the facilitators received a few responses from the room with a lot of laughter e.g. ladies said they would grow a beard, pee standing and the men would flirt with as many women, breastfeed their children exclusively just to mention a few.

#### Understanding Sex and Gender and Gender Needs

Having set the mood for the session, the trainer established that all participants were familiar with the understanding of sex and gender. The two definitions, as set out in the ACF International Gender Policy were elaborated. I.e. that sex refers to biological differences between men and women while gender refers to socially constructed difference between men and women.

The facilitators sought to verify that gender is not all about women, as some of the participants understood it to be. Rather, it is the equal enjoyment of rights and freedoms of men, women, boys and girls in a given context.

Given that we work in the humanitarian sector, the participants were asked to reflect on what some of the needs of an afflicted community would be in the event of a humanitarian disaster. The responses were captured on a flip chart and in their table groups, participants asked to discuss how these needs would be different or not for men, women, boys and girls.

A brief discussion was facilitated in plenary on the different needs in relation to food, water, sanitation, education, psychosocial support, health for the participant to understand the importance of putting on a gender lens. In most cases, we walk in blindly into a crisis to provide basic needs and protect survivors but never pay close attention to the different needs of men, women, boys and girls, hence doing more harm than good.

To wrap it up, the trainer played a video clip on testing awareness. The lesson from the clip was that when we are not looking for something, we will not find it. From the clip, majority of participants did not see the moon walking bear as they were asked to count the number of passes made by the white to the black team.

#### **4. Background of the Policy & Rollout Overview**

In this session, the participants were made aware of the evolution of the policy and toolkit, gain insight on the scope and purpose of the policy and received updates on the roll out plan and progress as at September 2014.

The facilitators gave the background on the evolution of the ACF International Gender Policy whose main aim is to increase the impact of ACF International interventions for women, girls, boys and men by analysing and addressing gender issues in planning, implementation, monitoring & evaluation of ACF's policies, programmes, projects and research.

An overview was given on the formulation of the gender policy and toolkit in 2013, the development of the policy and toolkit training curriculum by the TC and its roll-out to the network in 2014. On the roll-out, the participants got a better understanding of the finances available, the number of staff targeted to be trained and sensitized as well as the progress to date.

The ACF Twin Track approach is one of the nine mechanisms that ACF International has put in place to ensure an enabling environment is created and ensures the policy stays alive. The twin track approach encompasses gender mainstreaming and targeted action towards ensuring gender equality. A few examples were shared by the facilitators for better understanding.

During the LOG/ADMIN session, participants were asked to give examples that appertain to gender mainstreaming and targeted action with respect to logistics, finance and human resources. This was to enable them to put gender into context as support departments and not look at it as an issue for programmes only.

## 5. Key Actions 2 & 4: SADD and Gender Marker

The last session for the sensitization was on the importance of collecting sex and age disaggregated data (SADD) and the gender marker to score projects. The objectives of this session were for the participants to have seen some examples of SADD from external organizations and understood the difference between the IASC Gender Marker and the ECHO Gender and Age Marker.

During the FSL/WASH conference case studies from missions on Gender Analysis, SADD and participation were also presented and discussed.

### Gender Marker

The gender marker is a tool that codes projects on a scale of 0-2 in terms of whether or not a humanitarian project is designed well enough to ensure that women/girls and men/boys will benefit equally from it or that it will advance gender equality in another way.

<b>Gender Code 2A – Gender Mainstreaming</b> <i>Potential to contribute significantly to gender equality</i>	<b>Gender Code 2B- Targeted Action</b> <i>Project’s Principal purpose is to advance gender equality</i>
<b>Code 1</b> <i>Potential to contribute in some limited way to gender equality</i>	
<b>Code 0</b> <i>No visible potential to contribute to gender equality</i>	
<b>Code N/A</b> <i>This project does not have direct contact with affected populations</i>	
<b>Code Not Specified</b> <i>Project still in development</i>	

The facilitator elaborated that the ACF International Gender Policy and Toolkit is based on the IASC Gender Marker but also highlighted the ECHO Gender and Age marker. The main difference between the IASC Gender Marker and the ECHO Gender and Age Marker are highlighted in the table below.

IASC GM	ECHO GAM
Developed by consortium of humanitarian organizations	Evolution of IASC
Highest score is 2a or 2b for gender mainstreaming and targeted action respectively	Highest score is 2 (no distinction between gender mainstreaming and targeted action)
Only on gender	Gender and age considered equally
Awarded at formulation stage	Awarded at different stages of the Project Cycle (formulation, implementation and evaluation). Final score awarded at evaluation stage

## 6. Follow-up Actions

The sessions saw a wide range of ACF International Staff across the HQs and missions sensitized from Technical and Senior Advisors, Heads of Departments, Deputy Country Directors, Technical and Field Co-ordinators and Managers.

### TC support to the HQs and Missions

The TC will offer the following support:

- a) Guidance and support through the TC trainers and Master Trainers in preparation for their gender trainings and sensitization to staff at capital and mission level
- b) Share the training curriculum for the gender policy and toolkit with the HQ and mission focal points to enable them run their training and sensitization sessions that can be tailor-made based on their audience
- c) Check with the missions and HQs occasionally to establish the progress made since these sensitization sessions were conducted, challenges and success stories of the roll-out activities

### HQs and Mission Follow-up

The mission's co-ordination teams and their respective HQs need to map the way forward with regards to rolling out the policy and toolkit for ALL their staff. This is to ensure all staff are trained and/or sensitized on the gender policy and toolkit and ensure the policy stays alive.

Initial steps would be to set aside time during co-ordination meetings to sensitize staff on the policy, run mini-training and sensitization sessions with staff at capital and bases for different levels of staff.