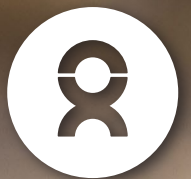
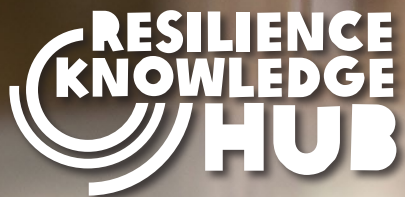


GENDER JUSTICE IN RESILIENCE

**Enabling the full performance
of the system**

Gender-based inequality is one of the main barriers that has to be addressed, as it limits the way women and girls, men and boys in a community and society can respond to and manage change – impeding the entire society's ability to achieve resilience. It is like a bird trying to fly with one wing.



OXFAM

GENDER JUSTICE IN RESILIENT DEVELOPMENT

There is no such thing as gender neutrality

“Projects are never neutral in the way they are designed or in their social impact, as they reflect, among other things, the implementing organization’s values and priorities. Projects assumed to follow neutral approaches usually fail to address the specific needs of gender groups and the constraints they face, leading to their concerns being overlooked and the potential to increase existing inequalities.”

Leduc, 2009¹



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1 INTRODUCTION AND SUMMARY

1.1 Why a guide on gender justice in resilience?

Resilience opens up a new opportunity for country programmes to engage on gender justice. And resilient development cannot be achieved without acknowledging the gender/power-based implications of our programming and making the necessary adjustments to address them for example how our programmes target beneficiaries or how context analysis is done, the stakeholders we engage with, and even on what we understand as – and how we address – structural change.

This guide is designed to help Oxfam staff understand the importance and implications of gender mainstreaming for humanitarian, development and campaign-based initiatives that aim to achieve resilient development. It aims to demystify gender mainstreaming, and to change the way teams relate to it.

We want all Oxfam staff to understand why the gender dimension must be integrated in the work we do, how to do this, and the implications of not doing so. In this way, we hope the guide will contribute to Oxfam's work on gender justice and resilience and to the overall quality of Oxfam and our partners' interventions - development, humanitarian, and campaigns.

The guide complements (and should be used alongside) Oxfam's Framework for Resilient Development, *The Future is a Choice*,² which recognizes the central role of gender justice in achieving resilient development. It also draws on and supports Oxfam's longstanding experience and leadership in women's empowerment and women's rights.

Oxfam – along with other organizations such as the Overseas Development Institute (ODI) and the BRACED Alliance³ – is on an exciting learning journey that is bringing ideas and practices from gender justice and resilience approaches together into an integrated whole. This guide is therefore a living document, which will develop as our and others' knowledge and experience develops through practice, research and learning.

Following this introduction and summary, the second part of the guide sets out the rationale for integrating resilience and gender justice approaches. The third part sets out the key gender-based considerations in the 'pathway to resilient development' that is set out in Oxfam's Framework for Resilient Development.

1.2 Our starting points

Oxfam defines resilience as the ability of women and men to realize their rights and improve their wellbeing despite shocks, stresses and uncertainty.

Our approach to gender justice in resilience is based on the 'starting points' outlined below.

Increasing risks, stresses and uncertainties – and different impact and different capacities

Risks, stresses and uncertainties are increasing. Women and men living in poverty face multiple, interconnected shocks and stresses that are occurring with greater frequency and intensity. Integrating gender justice in resilience-building interventions means recognizing that women, men, girls and boys have differentiated vulnerabilities, i.e. that they are exposed differently to risks and uncertainties and are affected differently by them.

It also means recognizing that the distinct capacities of individuals to face and cope with risks and shocks are shaped – and often limited – by a system of power and privileges. In most cases, existing gender-based discrimination and inequalities limit women's and girls' access to key information, strategic decision-making opportunities, or the resources they would need to adequately adapt to changes. This is no accident: it is due to deep-rooted gender-based inequalities and unequal power relations.

Discriminatory social norms undermine the whole of society's resilience capacity

Discriminatory social norms – based on gender, but also on caste, status and many other factors – prevent certain social groups from responding adequately to shocks, stresses and uncertainty. These discriminatory social norms trap individuals and society into 'rigid patterns that make them less flexible, less adaptable and thus more vulnerable to risk, stresses and changes. For example, men may not engage in income-generating activities that are normally assigned to women, even if these are the only income-generating activities available in a community after a shock.⁴ Likewise, women may not access the weather forecast information they need to make informed decision about their harvests, if this information is available in spaces traditionally reserved for men.⁵

In general, discriminatory social norms are maintained and reinforced by power holders because doing so maintains their power and privilege. These discriminatory social norms may be invisible to those who are not affected by them. It is therefore vital to make them visible through a power analysis. This is a first step towards 'gender justice and empowerment' – one of the six essential social change processes of Oxfam's Resilient Development Framework (see diagram 1 below).⁶



We need to look closer, look inside, and look at the difference

To build resilience, we therefore need to ensure that we understand the gender differentiation of: a) vulnerabilities, b) capacities and, in consequence, c) the impacts of our intervention strategies. This will enable us to define and embark on a process of effective social change by facilitating representative participation and agency of all actors – men and women.

Shifting gender-power relationships gradually transforms the rigidities that limit resilience capacity. The rigidities become ‘curves’ that are flexible and able to overcome the constraints that gender-based discrimination imposes on the wider system. Little by little, these deep changes at the individual, household and community level will contribute to the kind of social change required to build absorptive, adaptive and transformative capacities (see Figure 1, below) that lead to resilient development. These deep changes can also be assessed as intermediate results in a MEAL framework.

Gender justice is integral to the social changes needed for resilient development

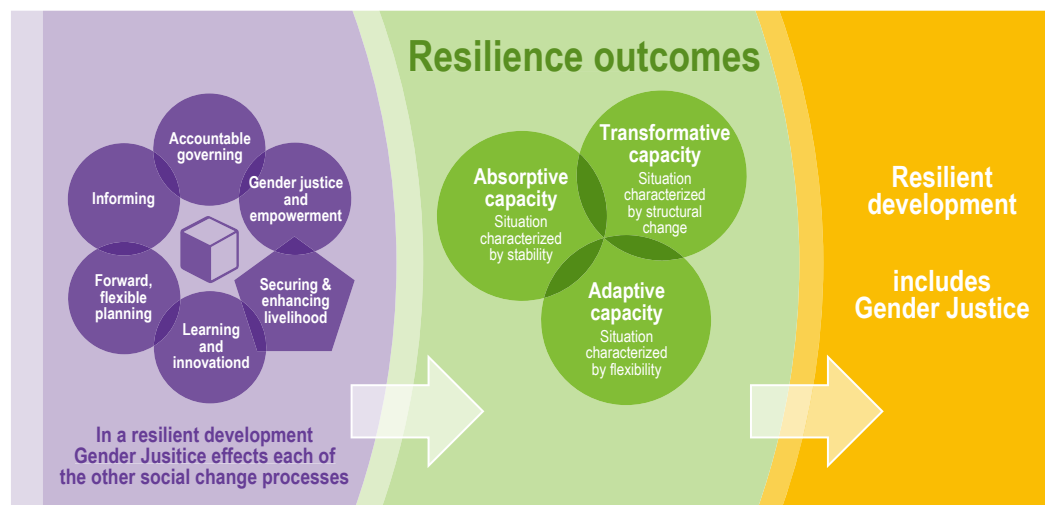


Figure 1: Resilience outcomes, adapted from the Oxfam Framework for Resilient Development

To cope with the increased risks, we need everybody to be involved, using all their potential

‘Empowerment is not a zero-sum game in which power is taken from men for the empowerment of women. The aim is to use all forces to increase the capacities of our system to manage change, to increase resilient capacities.’
Africa Climate Change Resilience Alliance (ACCRA)⁷

The rate and extent of change now being experienced requires the full participation of women, men, girls, and boys, using their full potential as individuals in developing new strategies to shape more resilient lives and futures. For this to happen, barriers to inclusive action have to be removed.

Gender-based inequality is one of the main barriers that has to be addressed, as it limits the way women and girls, men and boys in a community and society can respond to and manage change – impeding the entire society’s ability to achieve resilience. It is like a bird trying to fly with one wing.



Ignoring the gender dimension does harm and stops the system reaching its full performance potential

This is not just an interesting theory or an optional extra: efforts to achieve gender justice in resilience need to be at the heart of our approach and in every step of our day-to-day programme work. Social systems can just perform to their full potential when no one is left behind.

The guide explores and illustrates three basic ideas:

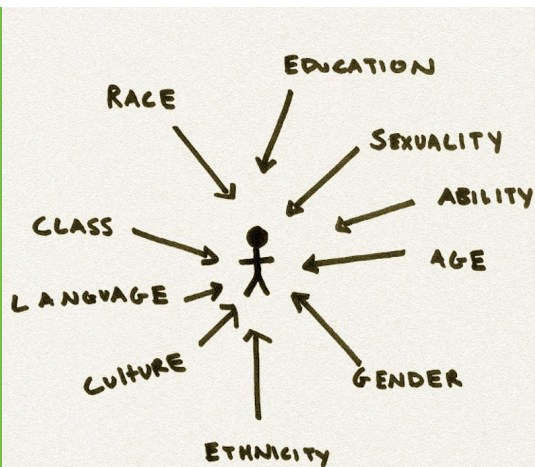
- Ignoring the gender dimension of risks is a risk in itself, and creates new risks.
- Ignoring the gender dimension prevents people and the systems they are part of from reaching their full potential and adds rigidities that undermine progress towards resilient development.
- Ignoring the gender dimension in a given intervention disregards Oxfam’s rights-based approach to resilience.

2 SIX REASONS WHY GENDER JUSTICE IS CENTRAL TO RESILIENCE

In this section, six reasons are explained to show why gender justice must be at the heart of our strategies and interventions that aim to build resilience:

- Vulnerability is determined by power and privilege.
- Women, men, girls, and boys have distinct experiences of risks.
- Women and girls' vulnerability is rooted in inequality.
- Instrumental approaches alone cannot build empowerment and enhance resilience.
- Ignoring the gender and power dimension leads to maladaptive practices and undermines attempts to build resilience.
- Teams' composition and ways of working can enhance resilience-oriented practices – or not.

2.1 Vulnerability is multi-dimensional



*'Projects aiming at enhancing people's resilient capacities have to recognize social diversities, inequalities and their intersectionality... If they fail to do so, they may not address the different needs and vulnerabilities of the people they aim to support, and they risk further marginalizing and undermining the capacities of those who lack access to decision-making or experience discrimination.'*⁸

*'Privilege is when you think something is not a problem because it's not a problem to you personally.'*⁹

Vulnerability to risks is not only about gender. Vulnerabilities overlap and intersect, and are complex and multi-dimensional. 'Intersectionality' is the idea that multiple identities intersect to create a whole that is different from each of the component identities. These identities include gender, race, social class, ethnicity, nationality, sexual orientation, religion, age, mental disability, physical disability, mental and physical illness as well as other forms of identity.

These aspects of identity are not mutually exclusive but come together to form a whole identity.¹⁰ So we need to think of each element of an individual as being linked and forming a whole and complex identity.¹¹

This idea of intersectionality is very helpful when thinking about vulnerability. Many of the tools we use to design our programmes such as Vulnerability Risk Assessment (VRA) or power analysis can help us to understand this complex picture and design programmes that reduce multiple vulnerabilities.

2.2 Women, men, girls, and boys have distinct experiences of risks

When we understand that vulnerability is gendered, we recognize that structural causes mean women, men, boys, and girls experience risk in different ways:

- They are exposed differently to the same risks.
- They are exposed to different risks.
- They have different perceptions of risks.
- Risks impact them differently.

Even within the same household, individuals will experience shocks and stresses in different ways due to their gender, age and other factors.



Examples of differential exposure to/experiences of risk

These are examples of the ways different social groups' perceive and cope with risk:

- In Niger, women were the only group to identify diseases that affect poultry as one of the most important threats in their community, because chickens are among the few resources they control and use for income generation. Selling (or eating) poultry is often the first line of defence for households facing a crisis.¹²

- Boys in peri-urban areas of Mali were the only group to cite teacher strikes and interruptions in schooling as one of the risks they face.¹³
- Female and male street vendors in Hanoi, Vietnam, have different capacities to adapt to change. Women's economic security is based on 'social capital' (i.e. networks based on solidarity, trust, and risk sharing), whereas men's economic security is more capital and asset-based.¹⁴

When we are designing projects that aim to build resilience it is therefore critical to understand the following:

How do women and men access and control resources differently?

What obstacles do women, girls and boys face to participating in and influencing decision making?

What maladaptive practices are established by women's and men's attributed roles and responsibilities?

2.3 Women and girls' vulnerability is rooted in the inequality of power and expressed in social norms

*'The set of roles, behaviours and attitudes that societies define as appropriate for men and women may well be the most persistent cause, consequence and mechanism of power relations, from the intimate sphere of the household to the highest levels of political decision-making.'*¹⁵

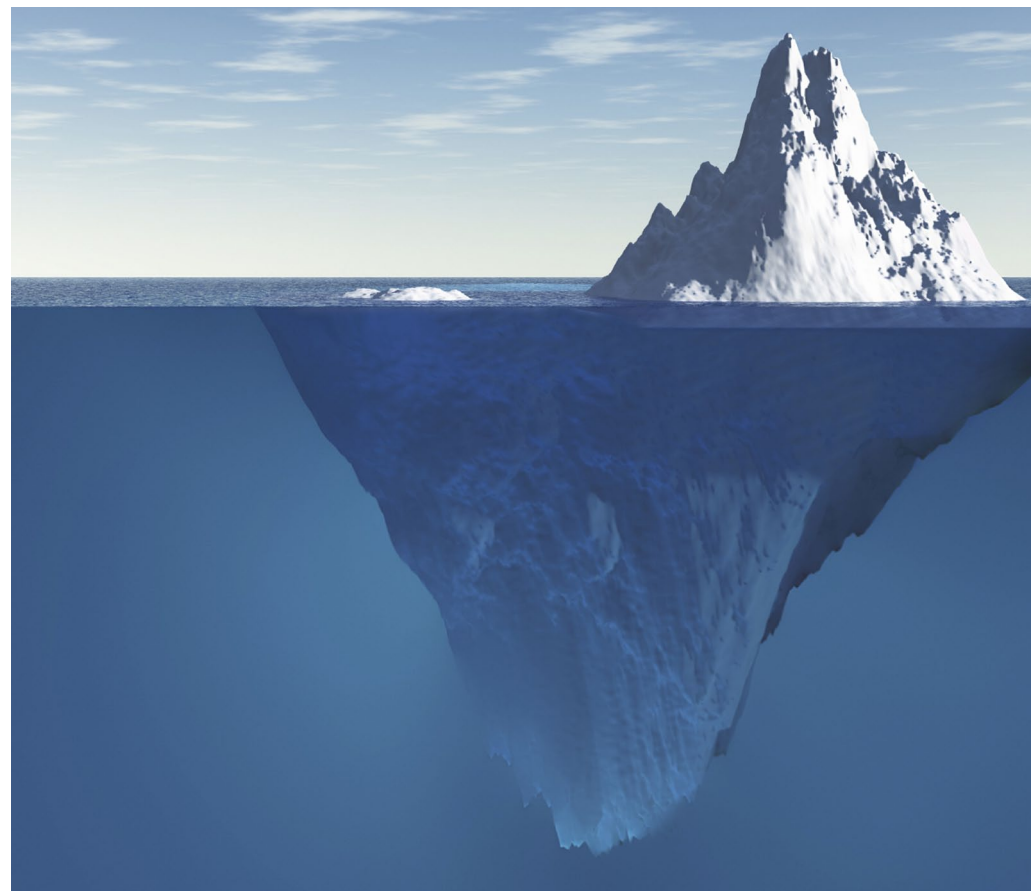
Gender-differentiated vulnerability is structural and is rooted in existing discriminatory cultural, social, political and economic gender norms and practices. We need to understand these norms and practices as the underlying causes of inequality that will undermine efforts to build resilient capacities. Insensitivity or blindness to gendered vulnerability is a risk, which creates new risks and exacerbates vulnerability. It will further undermine the resilience of a vulnerable group or person (see section 2.5 below).

These inequalities persist because of deep-seated attitudes that see the contributions, worth and power of women and girls in society as less valuable than those of men and boys. Men and boys are also trapped in particular gender stereotypes. Oxfam's vision for gender justice is that many more women will gain power over their lives and no longer live in poverty, that men get liberated from stereotyped masculinity roles, and that both men and women will challenge inequalities and benefit from less restrictive gender roles.

2.4 Instrumental approaches alone cannot build empowerment and enhance resilience

Recognizing and addressing the immediate needs of a community is not in itself enough to build resilient development. Short-term – including humanitarian – interventions need to be based on theories of change that address short term needs as well as structural inequalities i.e. to enhance resilience, programmes need to work on immediate needs 'the tip of the iceberg' whilst supporting the deeper underlying, structural changes that shift behaviour, attitudes and ultimately, power 'the rest of the iceberg'.

For example, we need to avoid interventions that only address the condition of poor women (i.e. focusing on their material circumstances) and not their position (i.e. their place and power within the home and society).¹⁶





Examples of transformative approaches that address long-term, structural, gender-based inequalities:

- Removing barriers that prevent women from having the same access as men to education, economic opportunities and productive inputs.
- Improving women's status enhances development outcomes for children, families and communities.
- Providing equal opportunities for women and men to become socially and politically active, to access and control resources, and to make decisions and shape policies is likely to lead to institutions and policy choices that are more representative, effective, inclusive and relevant to all.

2.5 Instrumental approaches alone may do harm

If we fail to take account of and address the structural causes of gender inequality our interventions may exacerbate some existing vulnerabilities and risks and add new ones. This means our interventions may do harm and actually undermine resilience over time and/or prevent the conditions needed to achieve resilient outcomes.



Example on how integrating transformative approaches is key to do no harm

- BRACED commissioned a case study about the Karamojong community in Uganda and its transition from a predominantly pastoral lifestyle to increased dependence on rain-fed agriculture.¹⁷ While women's income-generating activities had increased dramatically in the previous years, lengthening their work day and adding to their tasks, men's roles and responsibilities had contracted as they had lost their livestock and their identity as warriors.

In this case, pastoralist men's challenges to engage in alternative livelihoods impeded the entire community's ability to adapt. The transformation of a livelihood from pastoralism to agro-pastoralism and or to agricultural brings tremendous changes in identity and societal roles. When, in addition, this is accompanied with socio-economic transformation and political marginalization, people need time to adjust and adapt to new roles, and maladaptive practices can be expected. We need to recognize complex social change processes as integral to building resilience and achieving resilient development.

2.6 Team composition and ways of working can enhance resilience-oriented practices – or not

How Oxfam and partners do things is at the heart of addressing gender justice. For example, teams which place the responsibility of gender justice on the gender adviser rather than embracing it as a collective responsibility are less likely to mainstream gender justice in their interventions.

Teams that are not gender balanced or which are siloed into specialisms or hierarchies may also work in ways that limit or prevent interventions from understanding and addressing gender justice fully in an intervention. Gender justice needs to be mainstreamed into our ways of working, research methodologies, facilitators' profiles, and engagement strategies if we are to achieve resilient outcomes.



Example of considerations to ensure our teams' compositions and practices enable resilient development

- Ensuring gender balance and women's meaningful participation in decision making.
- Promoting gender justice champions/focal points.
- Using of gender-sensitive tools and methods.
- Accountability on gender justice indicators.
- Commitment and support from directors and managers.
- Sufficient, and representative, gender-disaggregated and gender-specific data analysis.



Photo: Sandra Sotelo Reyes - Anse Rouge, Haiti, 2016

This section of the guide describes the key entry points for gender justice in each of the main sections of Oxfam's Framework for Resilient Development

OXFAM'S FRAMEWORK FOR RESILIENT DEVELOPMENT

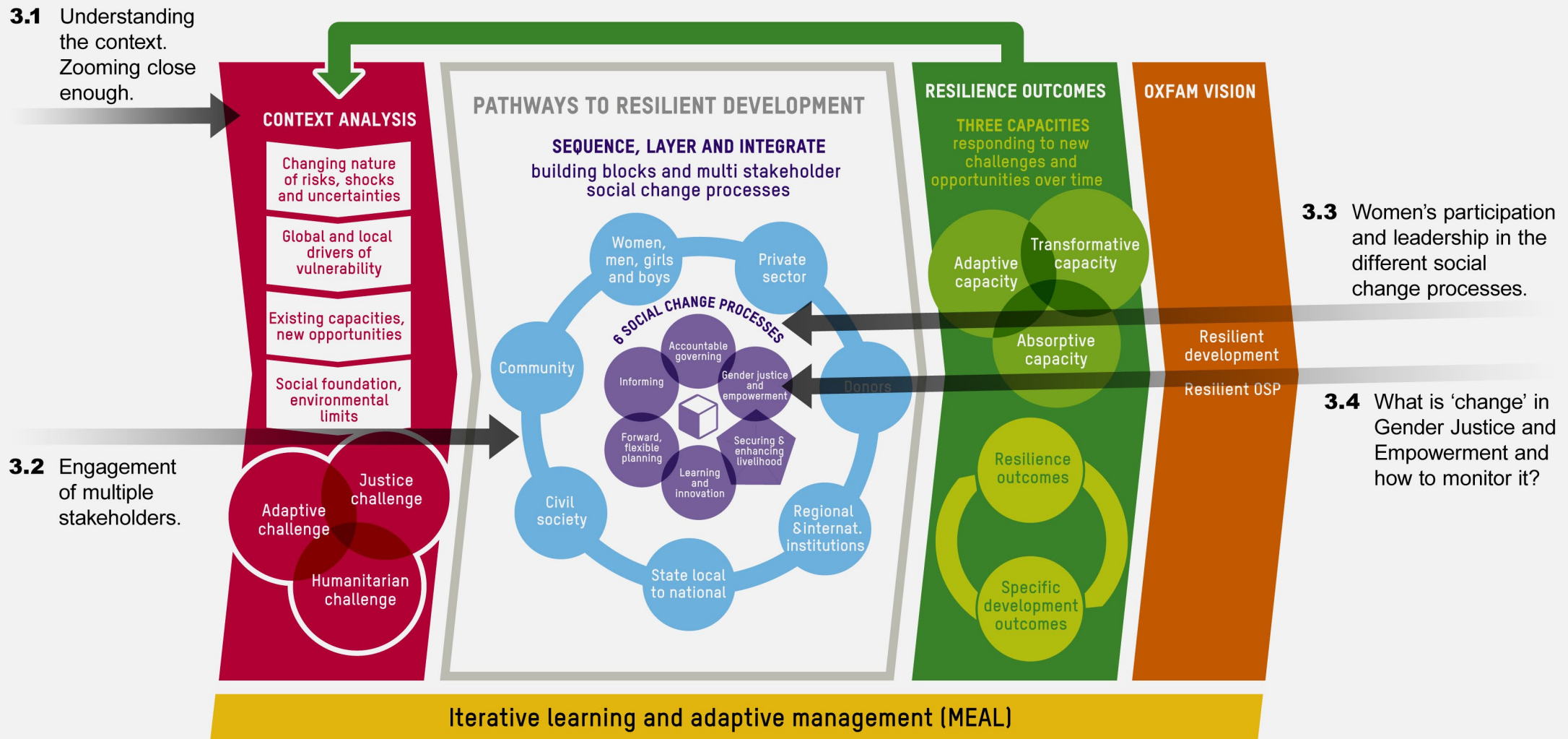


Figure 2: Entry points for gender justice oriented interventions, adapted from the Oxfam Framework for Resilient Development

3.1 Understanding the context

A quality context analysis is essential to enable the design of a theory of change that addresses gender justice.

There is no ready-made formula or complete toolkit that will enable you to assess your context perfectly as every context and project opportunity is unique. There are many tools to support quality context analysis. These include, for example, the [Vulnerability and Risk Assessment \(VRA\) methodology](#), [Participatory Capacity and Vulnerability Analysis \(PCVA\)](#), the rapid care analysis, BRAPA (Community-Based Climate Risk Assessment and Planning),¹⁸ social maps, needs assessments, political and economic analysis, and gender and power analysis.

What is fundamental is that the tools and methods used integrate the ideas and principles of gender justice. And tools and methodologies should also be used in ways that are inclusive, participatory and in accordance with confidentiality and safeguarding principles.

In the event of a shock, stakeholders (including community members) who know the context well are best placed to respond and set the path towards resilient development.

To build a gendered perspective of the context we need to zoom in and zoom out

A system can be observed and approached from different perspectives. The same community can also be understood from very different perspectives, for example as a unit, as a group of different ethnic or social groups, or as a group of households. All these approximations to a system, or to a community are valid, but we need to make sure we are zooming in and out appropriately according to our programmes' objectives and intentions.

Zooming in involves asking questions like:

- How do women, men, girls and boys perceive their own risks, vulnerability and capacities and that of their household and community?
- What does wellbeing look like to individuals?
- Who is a household composed of?
- How do individuals relate to each other?
- What gendered power dynamics exist among them?
- How do individuals relate to organisations and institutions that are critical to them and what are the gendered power dynamics there?

- What power relations are blocking the emergence of resilience capacities?
- How are social norms preventing women from accessing and influencing decision making, and how can these norms be challenged and changed?
- What social change processes are already underway, who is leading these and how do they impact women and men?

Box 1: Example of zooming in: The household care analysis

Methodologies such as the **Rapid Care Analysis**¹⁹ enable zooming in households power and gender dynamics to assess how women and men, girls and boys in a household use their time in different activities that often remain invisibilized. The objective is to strengthen systems by integrating resilient capacities into households through redistribution of workload and redefinition of women's, men's, girls' and boys' roles and responsibilities.

It focuses in four main steps:

Step 1: Explore relationships of care in the community

- ✓ Understanding care roles and relationships in households

Step 2: Identify women's and men's work activities. Estimate average hours per week

- ✓ Average weekly hours spent on different types of work

Step 3: Identify gendered patterns in care work, changes in care patterns, and 'most problematic' care activities

- ✓ How care roles are distributed
- ✓ Exploring changes in care patterns
- ✓ Problematic care activities

Step 4: Discuss available services and infrastructure. Identify options to reduce and redistribute care work

- ✓ Infrastructure and services that support care work
- ✓ Identifying options to address the problems with care work

Box 2: Example of zooming in: The gender and power analysis²⁰

A. Gender: Situational and Problem analysis	A1. What is the division of roles and responsibilities between men and women in the community (ies) the program is going to operate in? What are the differences?
	A2. Do men and women have the same access to (=be able to use) and control over (=take decisions) resources (land, water, food, assets, education, information, ((health)) services, markets, money)? What are the differences?
	A3. What are the practical (basic, tangible) needs and strategic interests (ideological, intangible) of men and women? What are the differences?
	A4. Do men and women have the same decision making power at different levels (family, community, public or political realm)? What are the differences?
B. Power: Situational and Problem analysis	B5. What different expressions of power (Power over, Power with, Power to) in who can we discover in the situation or community we are analyzing (power mapping)?
	B6. Which sorts of power in what realms Public realm, Private realm, Intimate realm) do we want to involve and seek to change in the interventions we are planning?
C. Planning	C7. The gender power analysis is reflected in program objectives, in favour of gender justice and empowerment.
	C8. The program reflects allocation of appropriate financial resources (in budget, minimum 15%) for gender equality.
	C9. The program reflects sufficient and appropriate gender expertise among its implementing staff.
	C10. Women's rights organizations (also men's organizations who work for GJ) are involved in all stages of the program cycle.
D. Implementation	D11. Activities/interventions address women's and men's empowerment for Gender Justice (different expressions and realms of power).
	D12. The program interventions will address any possible adverse effect on the safety of women and girls (GBV as unintended consequence, for example).

E. Participation	E13. Program ensures access and meaningful participation in activities for people who are marginalized because of their gender identity throughout the program cycle.
	E14. The safety of women, girls and other vulnerable groups is considered when implementing activities.
F. MEAL	F15. The program has gender and power specific indicators, related to the objectives, and these are applied in the monitoring and evaluation of interventions.
	F16. The program has measures of empowerment, both quantitative as well as qualitative indicators of change.
	F17. The program uses sex and age disaggregated data, from which to do a gender power analysis. These data are reflected in M&E.
	F18. The results and impact of the program with regard to Gender Justice and Empowerment are carefully documented, analyzed and fed back as lessons learned.



Photos: Sandra Sotelo Reyes and Oxfam, Niger, Ethiopia and Solomon Islands, 2016

Zooming out involves asking questions like:

- How do women and men understand the causes of the current situation? (e.g. the causes of conflict);
- How do national law and policies affect women and men? For example: How national agriculture policies recognize the role of small holder women farmers? or How DRR or climate change policies as well as other policies on employment, water, education, health, etc. affect differently women and men?
- Are women active in the local or municipal governments?
- What are the long term risk for women and men associated with current development choices, climate change and other changes?
- How do local leaders understand a particular situation in a community?

zooming out



Photos: Sandra Sotelo Reyes and Oxfam, Niger, Ethiopia and Salomon Islands, 2016

Box 3: Example of zooming out: The vulnerability and Risk Assessment methodology

The Vulnerability and Risk Assessment (VRA)²¹ tool develops a holistic understanding of vulnerability, by bringing together multiple stakeholders including community representatives, private sector and govt. agency representatives to jointly identify and analyse the root causes of vulnerabilities of distinct social groups in an area or 'social landscape'. It zooms in and zooms out. It's detailed methodology integrates gender justice into its whole approach.

Gender justice considerations when doing a VRA:

- Use appropriate participatory methods and facilitation should be done by staff with a good **understanding of gender justice**.
- **Ensure meaningful participation of women and women's organizations.** Consider if dialogue should be held in gender-segregated or in mixed groups. Hold separate consultations with women, girls, boys, and men, when appropriate. This may help to uncover gender-differentiated vulnerabilities and gender-sensitive adaptive responses.
- Ensure that all your VRA **communication outputs are gender sensitive**. Pay attention to the wording and expressions used in your emails, training facilitation notes, assessments, meetings, written brochures and reports, etc.
- **Schedule meetings at times convenient to women**, e.g. avoid meal times or times when women normally travel to collect water. Also consider care-giving responsibilities and how you can take these into account, e.g. explore the possibility of providing childcare facilities and/or reflecting school timings in the agenda planning.
- It is equally important to ensure that the positive experience of women participants **does not lead to negative consequences for other family members**, e.g. daughters not attending school that day to take responsibility for home duties.
- Choose a **venue that women feel comfortable in and which they can access freely and safely**. This may mean providing transport or working with the community to set up the space for women and men to interact comfortably, e.g. by segregating seating by gender, having both female/male facilitators to support group work, or foreseeing the need to use private/safe spaces to respect confidentiality principles if sensitive information is being shared, or if this is demanded by participants.

3.2 Engagement of multiple stakeholders

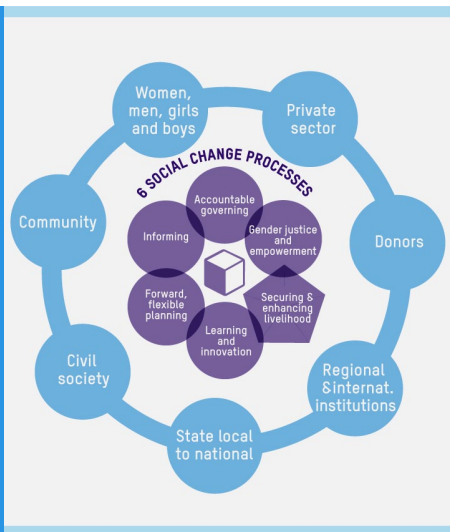


Figure 3: Multi-stakeholder engagement circle

Second we need to ensure that people less power in society are empowered to participate as fully those with more power. E.g. this may require capacity development, and ensuring they have access to appropriate knowledge and information.



Remember:

Ensuring that women's organizations and other marginalized groups are recognized and can participate in decision-making is critical for the effectiveness of the multi-stakeholder engagement process aimed at building resilience.

When defining an engagement strategy with the stakeholders, we must make sure that our choices are not simply reproducing existing power imbalances and gender-based discriminatory practices, but instead are challenging and shifting these norms.

As mentioned above, this is important not only for the sake of gender justice and our rights-based approach, but for the sake of resilience (see section 2.5, 'Ignoring the gender dimension leads to maladaptive practices and undermines attempts to build resilience').

3.3 Mainstreaming gender justice and empowerment in the other social change processes

Gender justice and empowerment is one of the six essential social change processes in the Oxfam Framework for Resilient Development. But as discussed (see Fig. 1), gender justice needs to be integrated into all the social change processes.

The following set of dimensions should be assessed for each of the social change processes:

- How is the gendered division of labour, roles and responsibilities
- How is the access for women and men to decision making
- How is the access and control for women and men of productive assets (including land, tools, resources, time and information)
- How is the access to public services for women and men (including social protection, education, health, financial services) and to public spaces

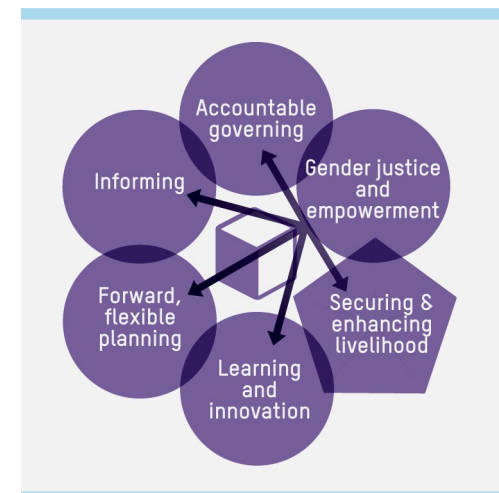


Figure 4: Social change processes



Photo: Pablo Tosco, Oxfam

Gender justice in the Informing social change process

In Uganda, ACCRA's climate forecast model²² aims to make information accessible to all smallholder farmers, including women. ACCRA's research first understood the specific barriers to women accessing climate forecast information. ACCRA then worked with a range of stakeholders including government agencies and women's groups to develop a communications strategy to overcome these barriers.

Gender justice in the Securing and enhancing livelihood social change process

The [Savings for Change component of the Oxfam R4 program](#), implemented in Senegal provided an avenue for women to save and acquire small loans to engage in income-generating activities such as rice farming, peanut farming, vegetable cultivation, and small trade²³. Thus was done together with more transformative oriented activities such as behavior change and male engagement initiatives to support shifts in power relations.

Gender Justice in the Accountable governing and Forward and flexible planning social change processes

The current *Trust Fund project in Chad* has engaged in ensuring that the gender dimension is embedded in the communities' Local Development Plans. By improving the governance mechanisms and the local development structures composition, the project aims at contributing to securing livelihood in extreme climate affected areas for all, anticipate new risks and respond through resilient strategies. To do so the project has engaged in Vulnerability and Risk Assessment as methodology to approach the context, working with a knowledge group of multiple and diverse stakeholders. In the first VRA conducted in Moussoro (north west Tchad), a representative and heterogeneous group of community member analysed the current and future scenarios and posed a set of potential solutions to get integrated in the formal Local development plans. A webinar and case study on the use of VRA in practice in Chad, including its gender based considerations is available in the following [link](#).²⁴

Gender Justice in the learning and innovation social change process

Conducting rapid care analysis at the Household level brings the opportunity to identify what dimensions of the everyday life are becoming challenges and real limitations for certain individuals when it comes to build resilience. Such analysis will enable the programme to learn about what are the most relevant categories for each individual (often not the same even within the same household), and how to make sure each of them are addressed appropriately.

In cases where household work is disproportionately assigned to certain individuals, often for gender reasons based on discriminatory norms and practices, such analysis will create the opportunity for alternative workload distribution while power shifts and gender based norms are questioned and revised. The Participatory methodology: Rapid Care Analysis²⁵ open up the opportunity to innovate new ways of sharing duties with the aim to build resilient-oriented practices, and beyond rigid assignation of responsibilities based on gender roles.

3.4 What is 'change' in gender justice and empowerment, and how is it monitored?

The MEAL and Resilience guide that accompanies the Oxfam Framework for Resilient Development gives detailed guidance on how to measure impact in resilience programmes. Oxfam's 'Common Approach to MEL and Social Accountability' (CAMSA) standards provide guidance on conceptualizing and measuring changes related to gender justice and empowerment.

It is important to note how the conceptualization of change in terms of "intermediate outcomes" enables projects to integrate long term adaptive and transformative changes in theories of change and MEAL systems. Making such "micro" changes or "intermediate changes" visible is not only talking about the intention of project interventions to tackle the causes of risks, but the recognition that instrumental approaches alone cannot build empowerment and enhance resilience.



Photo: Sandra Sotelo Reyes - Anse Rouge, Haiti, 2016

4 RESOURCES AND REFERENCES

4.1 Resources

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This paper was written by Sandra Sotelo Reyes with contributions from Sebastian Thomas, Helen Jeans and Gina Castillo. It is part of a series of reports written to inform public debate on development and humanitarian programme issues.

Published by Oxfam GB for Oxfam International, Oxfam House, John Smith Drive, Cowley, Oxford, OX4 2JY, UK.



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