



Workshop on Gender and Intersectionality in the Humanitarian Response

Sector Gender Focal Points Network
Jordan
November 15, 2020

Segment 1

- I. The Evolution of Gender Mainstreaming (GM) to Current Practices of Intersectionality
- II. Intersectionality and GM: Similarities, Differences, Importance and Value Added of an Intersectionality Lens
- III. Applying Intersectionality: Best Practice Resources



Gender Mainstreaming

- The process of assessing the implications for women and men of any planned action, including legislation, policies and programmes, in all areas and at all levels.
- It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres to that women and men benefit equally and inequality is not perpetuated is gender equality

(ECOSOC, 1997:2).



GM Challenges: Implementation

- Supportive policy environment
- Training and education
- Addressing information gaps
- Inter-sectoral coordination
- Accountability mechanisms
- Expanding the responsibility for equity work
- Proper monitoring and evaluation



GM Conceptualization Critiques

- Conflation of gender with women
- Lack of attention to men and masculinities
- Privileging of heteronormativity
- Inadequate attention to context
- Inadequate treatment of difference/diversity



What is Intersectionality?

- Promotes an understanding of human beings as shaped by the **interaction of different social locations** (e.g. race/ethnicity, Indigeneity, gender, class, sexuality, geography, age, ability, migration status, religion).
- These interactions occur within a context of **connected systems and structures of power** (e.g. laws, policies, state governments and other political and economic unions, religious institutions, media).
- Through such processes, **interdependent forms of privilege and oppression** shaped by colonialism, imperialism, racism, homophobia, ableism and patriarchy are created (Hankivsky, 2014) .



Intersectionality Key Tenets

- Human lives cannot be reduced to single categories (e.g. sex/gender)
- The importance of any category cannot be predetermined
- “Categories” are fluid in their meaning
- Multi-level analyses that link individual experiences to broader structures and systems across time and geographic location are key to understanding power



Intersectionality Key Tenets

- Privilege and disadvantage are simultaneously experienced
- Self-reflexivity by scholars, researchers, policy actors, and activists is essential for the “doing” of intersectionality
- Intersectionality informed research, policy and practice must be oriented towards social justice



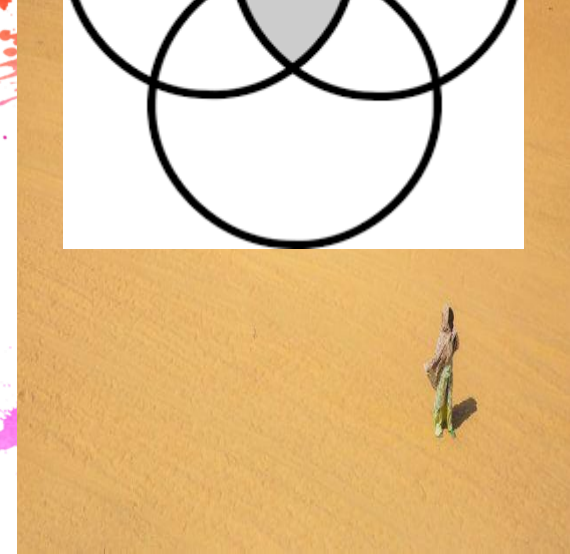
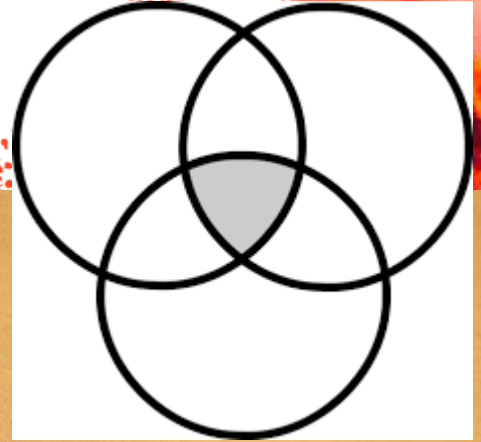
How intersectionality similar/different to GM

- Both focus on power, inequities and advancing equality but **intersectionality**:
- Moves beyond single category of analysis (e.g. gender) or using gender as entry point for considering other factors
- Rejects the idea that any generalizations can be made about groups – e.g. refugee women, migrant men
- Emphasizes the relationships between variety of factors, processes and structures of power (beyond patriarchy) that create inequality
- Emphasizes that people's lives are influenced by a multitude of interacting factors that can lead to experiences of discrimination, disadvantage, or advantage



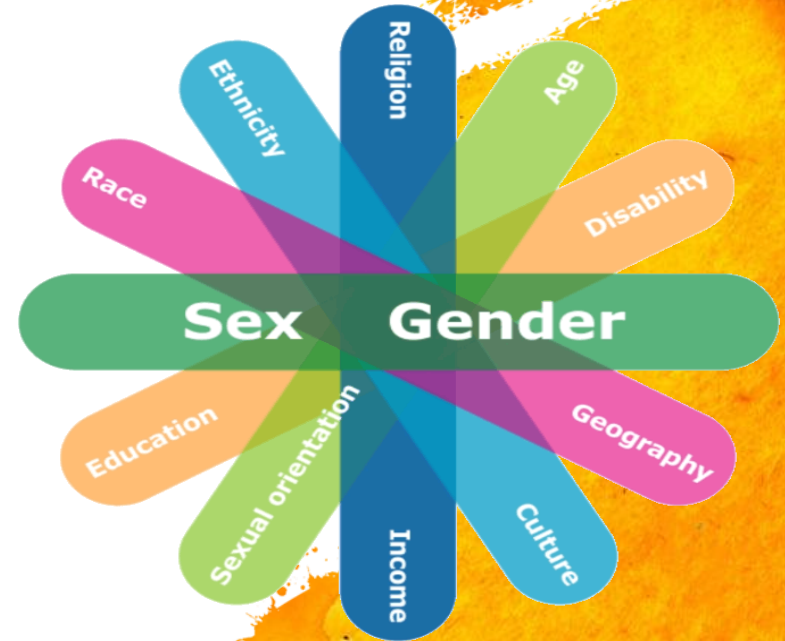
Growing attention to intersectionality in many spheres

- e.g. within Nation States – integrating intersectionality in GM policies and practices (e.g. GBA plus in Canada, Equality Act in UK, equality budgeting in Ireland)
- Within the UN SDG Agenda
- In recent UN efforts, including UN Women Jordan
- Within specific humanitarian practices
- **But** - what intersectionality means in practice and how to put it to use is still developing



Example - GBA+ (Canada, 2012)

- While gender (and sex) are major factors in GBA+, we must also take into consideration factors such as age, education, language, geography, culture and income.
- Analysis that incorporates gender and these other diverse, intersecting factors is called GBA+
- Not full intersectionality because starts with sex/gender as entry points of analysis



Example: Intersectionality-Based Policy Analysis (IBPA) (Hankivsky et al. 2012)

- Explains the policy context and rationale for intersectionality-informed analysis
- Fills an important methodological gap in terms of how to adopt and apply an intersectional perspective
- Provides case examples of IBPA in practice
- Only such tool internationally in over 30 countries



An Intersectionality-Based
Policy Analysis Framework
Edited by Olena Hankivsky



IIRP
INSTITUTE FOR
INTERSECTIONALITY
RESEARCH AND POLICY



Example: UN SDG Agenda 2030

Who is most left behind?

- women and girls, children, youth, persons with disabilities, gender and sexual minorities, people living with HIV, people living in rural areas, older persons, Indigenous peoples, ethnic, linguistic minorities, refugees, internally displaced persons and migrants
- Potential of intersectionality for leaving no one behind is widely acknowledged - LNOB:
Implies a requirement not just to mainstream a gender analysis across all goals, but also to do the same for groups marginalized by income, race, age discrimination, disability, and other areas.
(Stuart and Woodroffe 2016, 74)



Gender & intersectionality analysis at UN level

- Growing push to integrate intersectionality
- Trend: high level of discussion/commitment
- e.g. Interagency dialogues

Press release: UN Agencies convene panel discussion on understanding the impact of intersectionality on gender equality through a disability lens

Intersectionality
An Inclusive and Effective Approach To Gender Equality

Intersectionality and Working Together to Achieve the SDGs

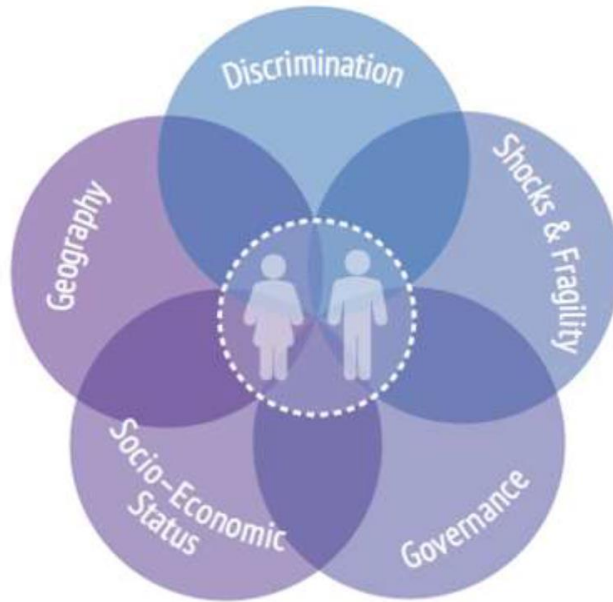


Example: UNDP

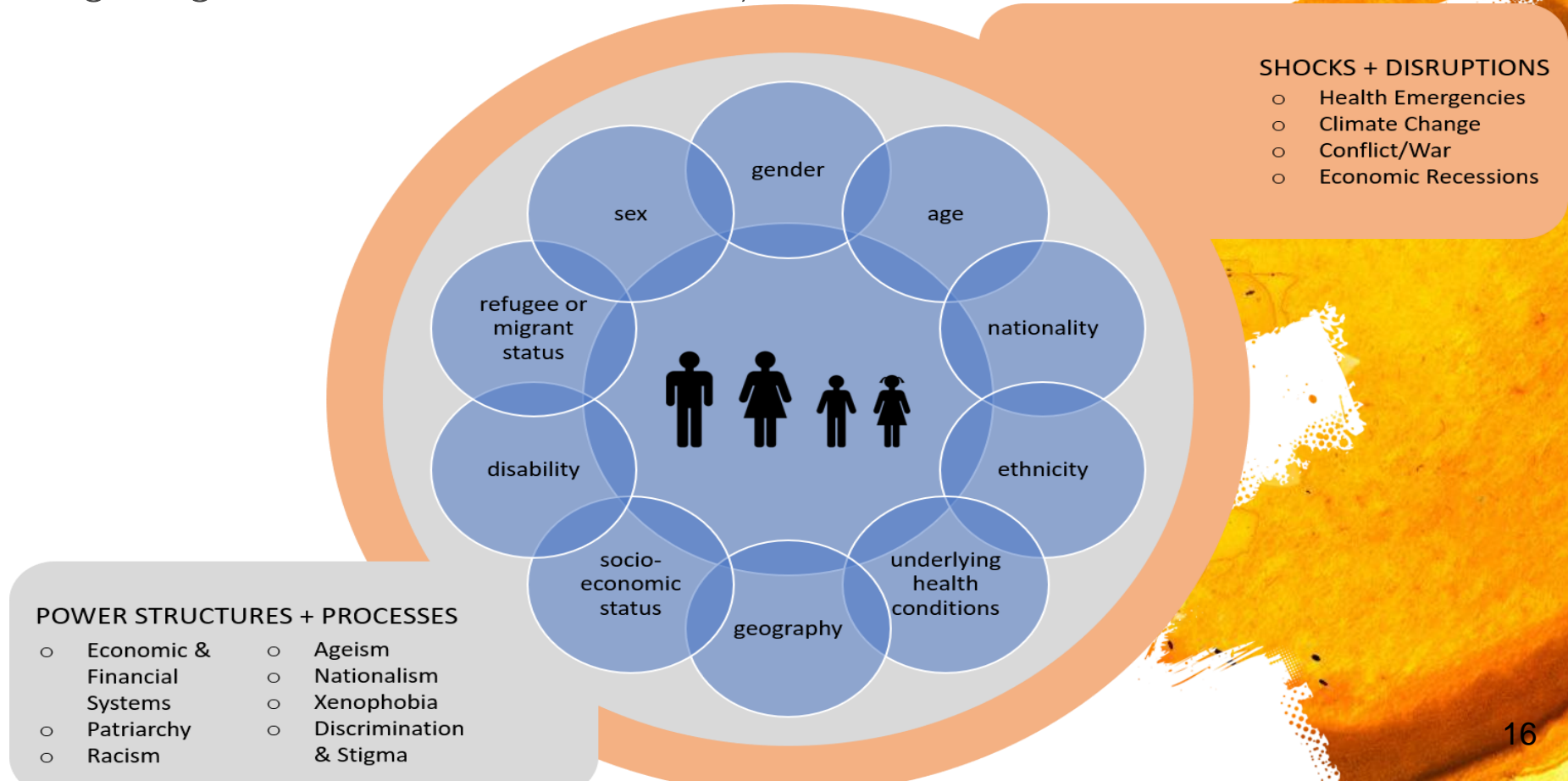
WHAT DOES IT MEAN TO LEAVE NO ONE BEHIND?

A UNDP discussion paper and framework for implementation

July 2018



Example: UN Women Jordan- COVID-19 Rapid Assessments in Jordan: Integrating Gender and Intersectionality





INTRODUCTION

COVID-19 has prompted the need to rapidly assess the knowledge, perceptions and experiences of various populations to inform policy responses, supports and services.

Important efforts have been made in Jordan by UN agencies using rapid surveys to understand the impact of COVID-19 on the health, education, livelihood, food security and protection of different groups within the population, especially refugees. The need for assessments will be ongoing as the economic, health and geopolitical impacts of COVID-19 continue to unfold.

While valuable resources exist to inform the development of rapid assessments (e.g., AGAMS joint, CARE) as well as WOC using WOC BOCHS joint/UNICEF joint/ UN Women joint), this guidance note focuses on important considerations for ensuring that gender and intersectionality are fully integrated into the design of rapid assessment questionnaires and surveys. Both are essential for creating a more complete and nuanced understanding of the effects of COVID-19. Such evidence is essential for developing more equitable, inclusive, and effective responses and ultimately to work towards meeting the 2030 Agenda goal of leaving no one behind.

A gender lens sheds light on gendered norms and differential gendered impacts of COVID-19 and its corresponding mitigation measures such as increased care burdens and rates of gender-based violence experienced by women. It

raises awareness of inequalities to generate information and preventative measures, essential basic needs, health services (e.g. sexual and reproductive health) and social and economic support measures.

Intersectionality directs attention to the fact that gender interacts with not only age and disability but multiple factors such as nationality, ethnicity, underlying health conditions, geography, socio-economic status, and migration or refugee status. It highlights that the impacts of COVID-19 cannot be understood without attention to the broader context – from political systems, laws, and policies to power structures such as patriarchy, racism, ageism, nationalism, and xenophobia. Combined, these dynamics shape vulnerabilities, advantages, and capacities.

Intersectionality has been highlighted as central to adequately reflect and address inequalities among women, men, boys and girls of diverse backgrounds (e.g., ILO joint, NAPCR & UNICEF joint, IFAN International joint, WHO et al. joint, UNICEF et al. joint, UNHCR joint, UNDOC joint, UN Women joint, joint).

This guidance note seeks to assist policy and programme actors to conduct rapid assessments that are fully responsive to gender and intersectionality. It is focused on three critical steps: the development of assessment surveys/questionnaires, their implementation, the analysis of findings and resulting recommendations.

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Why is Intersectionality Demanding?

It challenges well-established practices and ways of doing. It creates resistance. It requires courage to go beyond what is known and comfortable.



Why is Intersectionality Demanding?

- Requiring self-exploration/ exploration of conscious and unconscious biases

e.g. Understanding power is about discovering how one interacts with and responds to personal and other people's social locations and dimensions of penalty/privilege

What we bring to our work is a combination of both explicit and implicit biases – these affect both individuals and institutional structures in which they work



- What knowledge, values and experiences do you bring to your current area of work?

How do [your] personal experiences relate to social and structural locations and processes (e.g., gender, race and ethnicity, disability, geographic location, socio-economic status, gender expression and age; patriarchy, capitalism, racism) in this area?

How might the institutions or systems I operate in influence how I approach my work?

What assumptions do I have about the current problem and affected population (s)? What information do I draw on to make those assumptions? What tools do I use in my day to day work to respond to the issues in front of me?