

Practical Application of Gender Equality and Women's Empowerment Approach and Principles: a Canadian Perspective

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Outline

1. Background to the FIAP
2. FIAP overview
3. FIAP project design and implementation
4. Challenges, opportunities and lessons learned
5. Questions

Background to Canada's Feminist International Assistance Policy (FIAP)

- **2015** – Conducive environment
- **2016** - International Assistance Review
- **2017** – FIAP Implementation

FIAP Overview



Key FIAP Values:

- Human rights-based and inclusive
- Strategic and focused
- Transformative and activist
- Evidence-based and accountable
- Feminist

What's New for Canada in This Approach?



GE and Women's Empowerment focus:

- Combating SGBV
- Supporting women's rights organization
- Improving public sector GE capacity
- Investment in research, data collection, M&E
- Engaging men and boys

Key FIAP Initiatives

- Women's Voice and Leadership Program (\$150M)
- The Equality Fund (\$300M+)
- Investment in Health & Rights for Women and Girls (\$1.4B)

Systematic Approach

All Official
Development
Assistance

15%

80%

Gender Equality Code	GENDER EQUALITY MARKER
GE - 3	<input type="checkbox"/> Targeted
GE - 2	INTEGRATED <input type="checkbox"/> Fully integrated
GE - 1	
GE - 0	<input type="checkbox"/> None

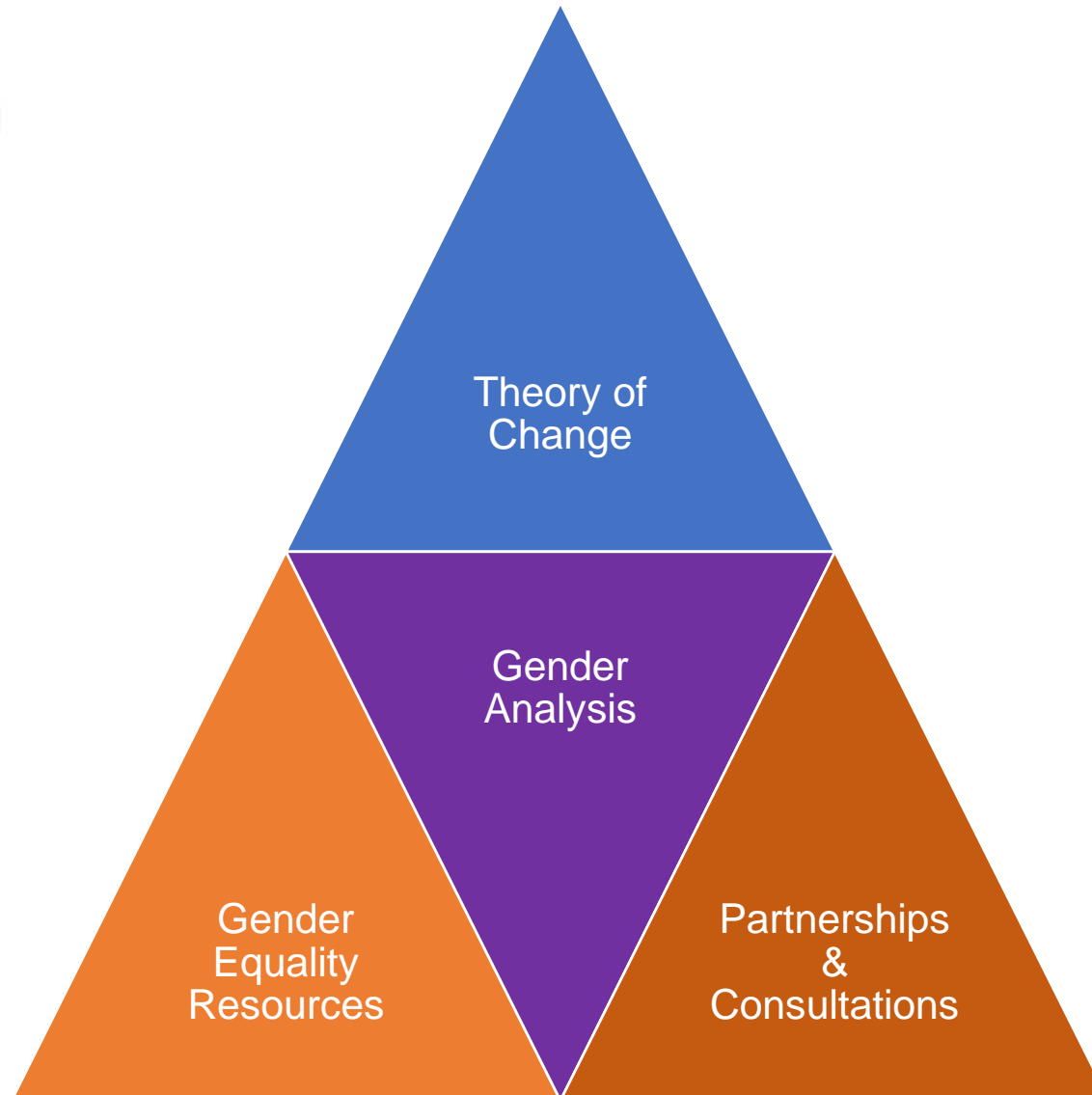
Systematic Approach to Project Design and Implementation

- Action Area Policies
- Gender Equality Toolkit
 - Project design requirements
 - Project implementation requirements
- Key Performance Indicators

Feminist International Assistance Gender Equality Toolkit for Projects



Designing Projects under the FIAP



GE 3 – Phase 2 Design

Empowering Women Through the Professionalization of the Nursing Sector in Bangladesh

Ultimate Outcome

Enhanced voice, influence and empowerment of women in the health sector in Bangladesh

Intermediate Outcomes

1100 Improved quality of **gender-responsive education** for nurses in both public and private sectors in Bangladesh

1200 Improved performance and **professional status of female** nurses in Bangladesh

1300 Improved **enabling environment for female nurses' increased participation** in the health sector in Bangladesh

Immediate Outcomes

1110
Enhanced **institutional capacity** of Director General Nursing & Midwifery (DGNM) to train **female** nurse teachers

1120
Enhanced capacity of Director General Nursing (DGNM) & Bangladesh Nursing & Midwifery Council (BNMC) to improve **gender-responsive** Diploma Nursing education

1130
Enhanced capacity of Ministry of Health and Family Welfare and Bangladesh Nursing & Midwifery Council (BNMC) to regulate **gender-responsive** nursing education

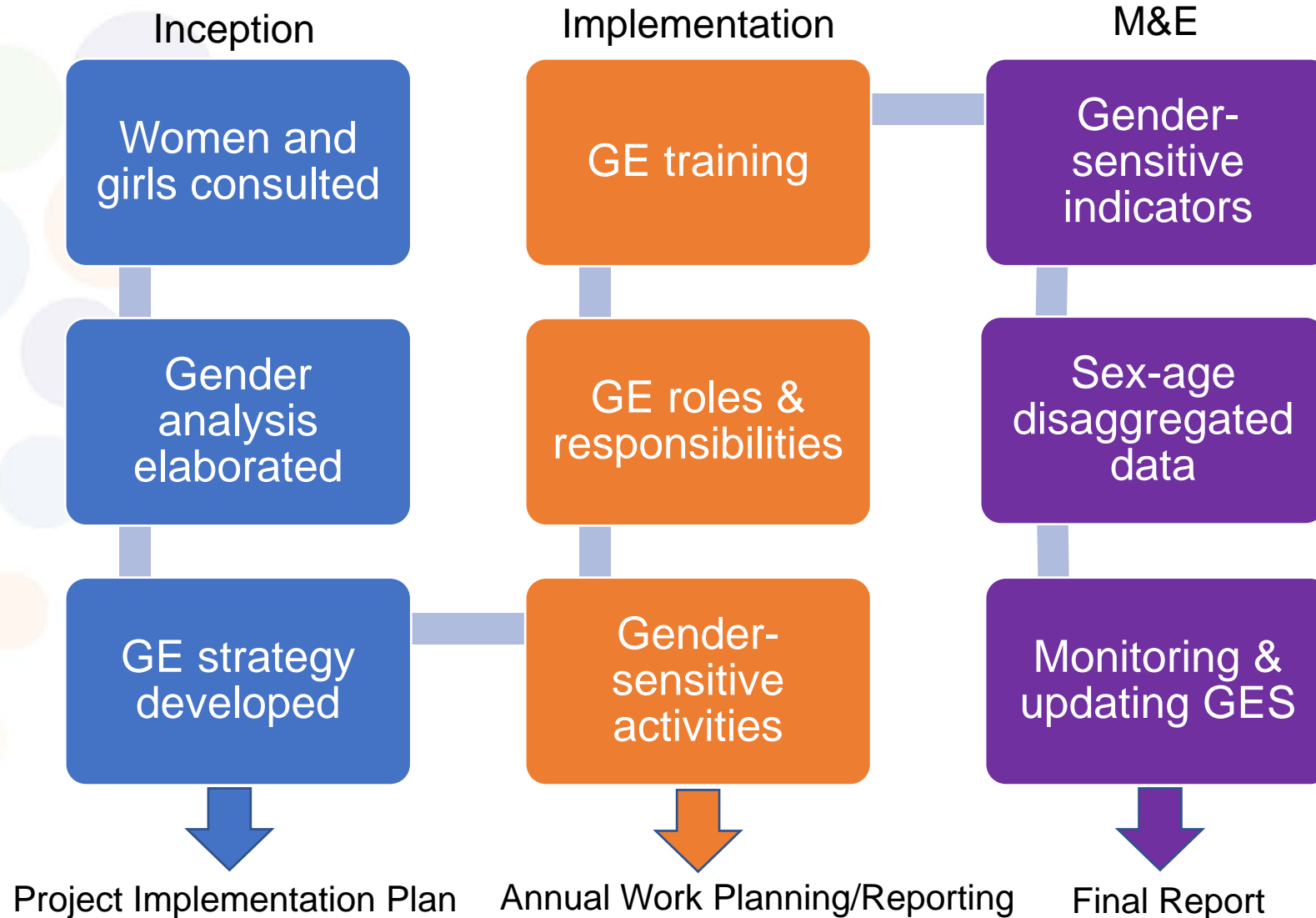
1210
Increased capacity of Director General Nursing & Midwifery (DGNM) to **create career advancement opportunities for female nurses**

1220
Enhanced capacity of female nurses to efficiently deliver nursing services and education

1310
Increased **capacity of Bangladesh Nurses Association to represent the collective voice of female nurses**

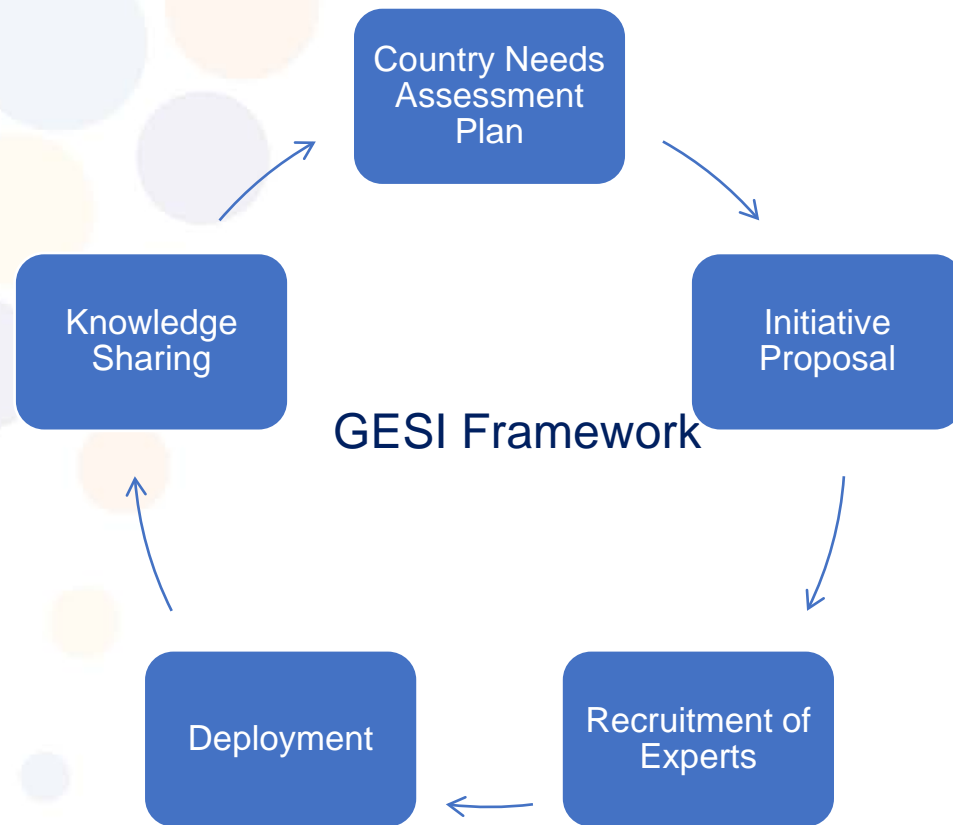
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Increased capacity of **women's rights organizations (WRO) and Bangladesh Nurses Association (BNA) to reduce gender-related barriers** within the nursing sector

Implementing Projects under the FIAP



From a GE0 to a GE1

Expert Deployment Mechanism for Trade and Development



Expert Deployment Mechanism
for Trade and Development (EDM)

Opportunities

- Tool to counter resistance to GE
- GE integration into male-dominated sectors
- Strengthening of women's organizations
- Organizational strengthening

Challenges

- Resistance at several levels
- Limited GE capacity amongst partner implementing organizations
- Extreme socio-cultural norms
- Lack of political will

Lessons learned

- Women and girls must be placed at the heart of development projects
- Government buy-in is essential
- Women organizations must be involved
- ...change takes time and resources

Questions?



“What’s the matter?
It’s the same distance!”