

MAINSTREAMING GENDER AND DISABILITY

INTRODUCTION

CARE endeavors to ensure that all of its projects and activities work with marginalized and vulnerable populations and addresses unequal power relations and marginalisation. Within the AusAID funded projects this has been achieved by encouraging the participation of women in all project activities from the formation of Village Development Committees (VDCs) to implementation of activities.

The project has continued to reinforce the advantages of women's involvement in all project activities. Within any marginalized or vulnerable population, there are individuals and groups who are further marginalized and vulnerable who often experience discrimination, such as people living with disabilities.

The project has continued to reinforce the advantages of women's involvement in all project activities. Widow/Female-Headed Households have been one of the selection criteria used for identifying project beneficiaries.



STRATEGIES

CARE is committed to advancing gender and disability equity and diversity throughout the organisation and within its programs.

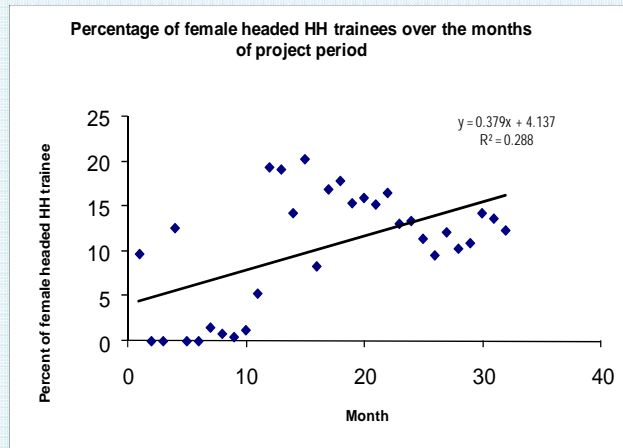
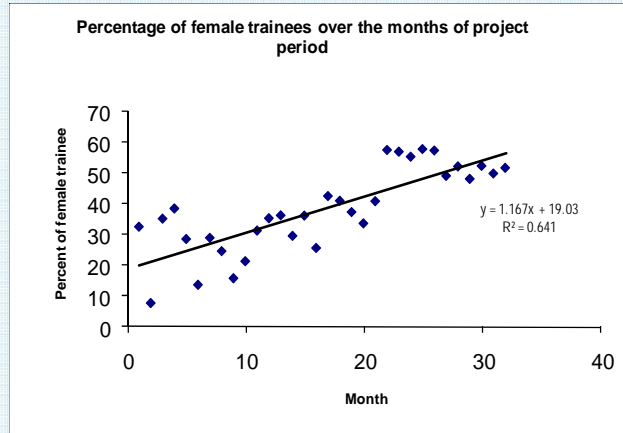
Gender mainstreaming is practised as carrying out core livelihood activities in ways that better address the causes and consequences of gender inequities, ensuring all objectives, strategies, plans and processes are gender sensitive. Appropriate targeting of livelihood improvement activities based on a sound analysis of gender needs combined with a focus on ensuring that women are included in VAP and CCDP processes is key strategies adopted by CARE. All project activities incorporate specific criteria to engage these people.

Educating cross-cutting concepts to relevant stakeholders including community members, project staff, NGO partners, and government partners and encouragement to have gender balance in project staff is another strategy adopted by CARE.

OUTPUTS AND OUTCOMES

Gender and Disability Mainstreaming in Livelihood Activities:

- There was an increase in proportion of female participants in livelihood activities over the project period from 25% to 52%. This participation was proportional to the female population in the villages.
- According to the post training assessments, levels of knowledge received by females and males were found to be similar. Women were found to be more active in sharing their opinions during training and other promotion events.
- 13% of the farmers who received training were from female-headed households. This proportion was significantly higher than the proportion of female-headed households in the target villages (around 6.3%).
- 1.6 % of all the farmers attending training or promotion events of the project were disabled. This figure was significantly higher than the proportion of the disabled households in the villages (1.2%). Higher proportion of disabled community members were in mine risk affected areas.
- Consistently, the proportion of disabled households who received support was found to be significantly higher than other households.



Gender mainstreaming in project implementation and management:

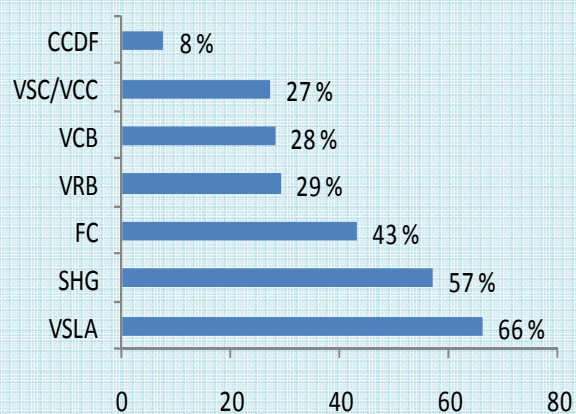
- All the project staff and partners received training on gender concepts, gender analysis and its mainstreaming into CARE activities. As a result of the capacity building, project staff promoted and encouraged the women participation during implementation.
- The number of female project staff in remote areas remained low. However, through the encouragement and introduction of internship opportunities number of women staff working in remote project sites have increased over the project period.



Gender and Disability Mainstreaming in CBO activities:

- Female VDC members have been actively involved in implementation of activities in their villages and many female household members have both participated in the project training and have taken over the role of taking care and maintaining the project activities in their localities.
- 37 % of all CBO member are female. Village Savings and Loan Association (VSLA) and Self Help Groups (SHG) have the highest proportion of female members than any other CBOs (over 50%) while Commune Council Development Fund (CCDF) have less female members in the management committee. Female members equally provided input and shared their opinions as other member during training and promotional events.
- 15 % of Famer Cooperative members are disabled, and they equally provided the inputs to carry out CBOs activities as other common members.

Proportion of female member in CBOs activities



KEY LESSON LEARNED

Key Lesson Learned :

- Promoting gender balance in CBO management committees helps in achieving good outcomes of the CBO activities. This helps in encouraging higher female participation during project activities.
- Focusing women, particularly in areas of money management and control over household food options, can have significant ripple effects to the family, extending to areas like health and education.
- Putting in place specific criteria including disabled, gender, and children into vulnerability assessment is an effective method to identify and benefit the most vulnerable households. However, there should be additional facilitation to encourage them to access to the services or support provided by the project.
- HR policy, specially for women staff and interns should be flexible to encourage gender balance among the implementing and management teams in the remote locations where there is lack of access to education, information, and other facilities.



Case Study on Gender Mainstreaming in Community Development

Hyng Tem lives in Loa village in Sala Kroav district of Pailin province. She is a widow and female head of her household who supports five members in her family. One of her family members is a disabled person and rest are children. Apart from being a farmer she is vice-chief in the village committee and a management committee member in Farmer Cooperative.

Prior to the ACCA projects she was not very social and always reluctant to participate in community activities. She was afraid to speak up, even when someone passed derogatory remarks about her family. She faced lot of difficulties in generating income for her family due to lack of capital and, moreover her land was mine suspected. She utilized traditional variety and techniques for crop cultivation and took loan from private lenders to buy seed. The yield from her farm was usually low. She also needed to spend money to purchase vegetables and food items from market for household consumption.



Hyng Tem received mushroom support from CARE

The problem and challenges mentioned above were reduced significantly when she participated in CARE project activities. She received multiple support inputs from the project such as crop seed, vegetable seed, mushroom seed, fish fingerlings, plastic pump and had access to the community credit schemes with reasonable interest rate. Apart from this support, she also participated in the training on livelihood activity improvement, budget management and business planning.



Right promotion activity by Hyng Tem

Through participating in project activities she learnt that only farming could not be enough to support her family living, so she started a business on small-scale trading and implemented homestead production with support from CARE. She started growing vegetable on 150 m² and was able to support her family members' consumption and as well she sold her farm outputs.

started following her. With facilitation support from CARE she was elected as the vice chief of village committee. She now started realizing the change in herself from a women with limited knowledge and less social participation to a strong and confident women who is actively involved in social activities. She was no more afraid of openly expressing her points of view. Due to her excellent performance as the vice chief she was later elected as the chief of Farmer Cooperative in 2007.

Hyng Ten thinks that CARE project has helped to improve her livelihood situation and more importantly enabled her to effectively work with others for community development with greater confidence and insight.

She usually followed better practices compared to other farmers due to which her neighbors and other villagers



Hyng Tem giving credit to FC member

Case Study: Empowerment of Disabled Person in Leading Self Help Group

Khan Hav, 50 years old, lives in Kruos village of Prey Knes commune, Mesang district and Prey Veng province. He got married with Som Noy, and has five children of which three are daughters. Hav is a disabled person (right leg withered). His disability was one of the main hindrance in improving their household livelihood status .

His hardship has been reduced gradually since he chose to be involved with CARE project. Due to his hard work and dedication towards project promoted practices of rice production, livestock raising, and vegetable home garden, his family's livelihood has considerably improved.

During the year 2009, CARE project facilitated establishment of Self Help Group (SHG) in his village. The SHG carries out five livelihood activities of fish raising, livestock raising, irrigation water points, rice production, and vegetable home gardening. During the establishment of SHG, the project encouraged vulnerable people, especially widow and people with disability, to participate in the activities.



Khan Hav raised pigs with CARE support

Due to the respect which he earned from the community members through his dedication and hard work, he was elected as a chief for vegetable home garden activity and as a cashier of his SHG. Hav expresses his delight by saying *"I feel delighted because since I was elected to be a cashier of SHG management committee, I have equal rights and opportunities like other people in the community and I don't need to live lonely anymore. Moreover, I was recognized, trusted and valued by the community even though I am a disabled person."*

In his leading role at SHG, he tries to get knowledge through participation in all training events organized by CARE—even though he faces difficulties in traveling. Capacity of Hav has improved through the trainings received on roles and responsibilities, proposal writing, project management, business plan develop supported and facilitated by CARE.



Khan Hav facilitating in preparing activities for SHG

Formerly, Khan Hav, was discriminated by the community members, he felt shy and was scared to participate in social activities. He hardly expressed his opinion in the public. Currently, he actively participates in village development activities especially for managing his SHG.

"I received knowledge, and I could be a useful person for the group members. Now, I am empowered and I feel confident. I have strong commitment to overcome tough conditions to improve the livelihood status of my family and I will continue leading SHG in future," said Khan Hav.