

## TOOL 3.9

### Guidance Note on Gender-Responsive Livelihoods Restoration

- » **GOAL:** Ensure women benefit from livelihoods restoration programs
- » **TARGET UNITS:** Community Engagement

#### Benefits of Integrating Gender into Livelihoods Restoration

A gender-responsive approach to livelihoods restoration is needed because the loss of assets associated with infrastructure projects can aggravate existing gender disparities. Inadequate identification of stakeholders and their needs can lead to inequitable systems for benefit sharing both at community and household levels. This, in turn, will limit impact in improvement of livelihoods and access to resources and services within families and communities. Working constructively with women and men throughout the community engagement process is important to ensure that community benefits are equitably distributed. This will help companies obtain social license and mitigate any reputational risk. In this sense, women are a company's allies in this process.

Companies should consider differentiating potential impacts on communities by sector and by the stage at which the project occurs. For example, construction may create specific impacts on land use, while service delivery may create impacts in related industries that may employ more women than men. Mitigation strategies included in resettlement, grievance mechanisms, empowerment, and other areas must take these differences into account.

The following constitutes an overview of key issues with actions to take in order to ensure that gender is integrated into livelihood restoration plans. Based on the specific context and goals of the company, the application of the suggested measures can range from basic/light touch to intensive and impactful. The suggested actions can be further broken down and expanded upon depending on the context.

#### Building Resilience

Ideally, an investment will **not only restore, but also upgrade livelihoods and sustainably improve the situation of underserved groups**, going well beyond the "compliance" approach.<sup>31</sup> It can actively work to close gaps and violations of human rights by reducing gender inequality and other pervasive forms of discrimination. An inclusive approach can improve the well-being of entire communities. This can be achieved by

<sup>31</sup> See also World Bank, "[How to Ensure Better Outcomes for Women in Resettlement: A Toolkit.](#)" Washington, DC: World Bank Group, 2019.

using a broad range of tools which can be identified through gender-informed data collection and stakeholder consultations (see **TOOLS 3.5**, **3.6**, and **3.7**). The measures for empowerment should be tailored to men and women as well as other subgroups such as youth, with complementary, but possibly divergent, development trajectories.”<sup>32</sup>

Building resilience can be a useful guiding principle, as it is the counterweight to vulnerability and includes the promotion of concerted development and investment approaches and interventions. It also champions complementarity between short-term actions addressing immediate needs and long-term programs that target structural causes and reinforce capacities.<sup>33</sup>

## Inclusivity is Key

Success hinges on inclusive approaches that integrate continually, engaging farmers and the local community and placing them at the center of the learning process—for example, through continuous feedback loops.<sup>34</sup>

- **Focus on underserved households** that may be headed by women, minors, or the elderly, by people living with disabilities or chronic illness, or by members of socially or economically marginalized sub-groups within the community (such as displaced households, households below the poverty line, or those belonging to a minority ethnic group). Integrate them as empowered stakeholders with the potential to steer and contribute to the restoration process in unique ways.
- **Integrate community-based organizations and NGOs that represent underserved groups**, ensure their participation throughout the entire project, and offer tailored capacity building to them both at individual and institutional levels.
- To ensure that gender gaps are addressed in the livelihoods restoration plan, **develop the plan** based on the results of
  - National and regional-level data sets
  - Gender analysis of government policies, strategies, and legislation on land use, land rights, land tenure regimes (customary and formal), natural resources, agriculture, financial inclusion, and other livelihoods- related areas
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<sup>32</sup> International Institute for Environment and Development – IIED, [“Briefing: Gender considerations in the restoration of livelihoods: resettlement from hydropower”](#). IIED: London, UK, 2018.

<sup>33</sup> For an in-depth discussion and good practice examples on the resilience-empowerment nexus, see ActionAid and UK Department for International Development (DFID), [“What works for Women?”](#) ActionAid, London, 2011.

<sup>34</sup> Andrea Mottram et al., [“Resilience Design in Smallholder Farming Systems: A Practical Approach to Strengthening Farmer Resilience to Shocks and Stresses”](#). The TOPS Program and Mercy Corps: Washington DC, 2017.

- Vulnerability assessments and gender assessments
- Gender-responsive stakeholder consultations
- National restoration priorities and funding sources

## Understanding Household Economics

Households are not homogenous entities. In livelihoods programming, take into account in what ways:

- **Resources, responsibilities, and constraints** are distributed unequally between household members /ex. women have less ownership over land and fewer property rights)
- Women face more **lack of access** or barriers to market, credit, and financial mechanisms and any strategies for income diversification
- Men and women play **different roles at the household level** and contribute in different ways. Care work delivered by household members to look after the disabled, infirm, or elderly, assessing the existing and additional labor that would be associated with reproductive (unremunerated) and productive (cash-income) activities. This is to ensure that new restoration and livelihood activities will not overburden the women who are still delivering the majority of care or reproductive work worldwide.
- Women and men play **different roles in farming systems**. They may produce crops in different value chains, and restoration measures must take into account losses and other impacts for all crops affected. Where community forest resources are affected, the plan would need to account for economic, environmental, and social costs related to the use of communal forest resources by each gender. Another example is fishing communities, where restoration measures would need to recognize that fish are usually caught by men, but women play key roles in fish processing and marketing.
- Women and men may not be affected by **impacts and risks** associated with livelihood loss or resettlement in the same ways and may not respond in the same ways, either.
- Gender roles influence **revenue flow** (ex. women bearing greater responsibility for basic household needs than men).

**BOX 3C | In Vietnam, Women's Skills and Capacity Developed<sup>35</sup>**

The Song Bung 4 Hydropower Project in Vietnam was the first hydropower project to receive funding from the Asian Development Bank. It took a proactive approach to advancing gender equality through implementation of a complex resettlement and livelihood restoration process for indigenous and ethnic minorities. Women's skills and capacities were built by upgrading traditional farming practices through skills training in wet rice field development (mostly women); bean and corn cultivation, and vegetable gardening (mostly women); and livestock and fishery (men and women).

Activities related to community-based forest development have also relied on close consultation with and involvement of the minority Co Tu women, including selection of trees to plant, natural forest protection, use of green manure, weeding, and home gardening. In addition, literacy classes have been implemented in the affected villages with majority women participants. The emphasis on targeting women in extension training and use of community-based female extension workers was built on Co Tu women's traditionally important role in agricultural farming and food production.

The new skills and agriculture information helped lessen the drudgery of work in the field. For example, a new bean and corn cultivation pilot technique follows terrain contour lines to improve ease of access by women to their crops on steep slopes and reduce soil erosion in their plots. Similarly, women have been taught how to use green manure and other techniques to increase vegetable production in home gardens. Women were shown to be able to put this new knowledge into use by deciding how to invest their money on a daily basis.

**Suggested Interventions**

Interventions will ideally be designed to strengthen and build upon the existing asset base of affected populations and underserved groups, including women in particular. These assets, beyond productive resources such as land, can include skills and certification, financial capital, physical and mental health and safety from harm, and social networks. Livelihoods restoration can also include measures that increase access to productive resources, markets, education, and information.

<sup>35</sup> Asian Development Bank, [Navigating gender-inclusive resettlement: The experience of the Song Bung 4 hydropower project in Viet Nam Mandaluyong City](#), Philippines: Asian Development Bank, 2014,

A truly transformative approach can contribute to reducing the time women spend on domestic duties such as water collection or food processing by improving access to water, sanitation, and electricity. It would also look into environmental factors such as reduction of the impacts of climate change or the degradation of natural resources caused by infrastructure projects. This can be achieved by joining livelihoods restoration activities with other aspects of a company's social investment strategies.

IFC's Sustainable Infrastructure Advisory Team has partnered with actors on the ground to put in place community investment strategies that have included:

- fostering sustainable and inclusive agricultural production and value chain development
- targeted entrepreneurship programs for boosting women and youth's local businesses
- training and capacity-building programs targeted at women and youth and developed with their stated preferences and needs in mind (for example, on financial inclusion)
- training and sensitization on the prevention, mitigation, and response to gender-based violence for men and women
- training on sustainable agriculture and livestock raising techniques
- providing or enabling access to career guidance and employment support, including the sponsoring of apprenticeships
- providing or facilitating access to vocational and technical training opportunities

Additional measures can include:

- advocacy to improve women's rights to land and natural resources, including within communities
- creating partnerships and alliances with regional and national agriculture, restoration, or resilience networks to enhance inclusiveness of women and marginalized groups
- facilitating access to information and/or legal services relating to employment, work permits, or business registration
- facilitating access to financial services (including savings, money transfers, and loans) to help stabilize household cash flows and provide seed money for household investments in business or training
- enabling access to business support services and entrepreneurship training

## Livelihoods in Urban Contexts

In urban environments, it is essential to include informal urban occupations in livelihood restoration plans, analyzing the different types of income that men and women generate. Livelihood restoration in urban settings can draw from the ready availability of training

institutions to offer women new and more lucrative opportunities. In Lahore, Pakistan, an urban resettlement process included a gender survey of women who unanimously expressed the need for better business opportunities and identified training and capacity building in stitching, teaching, using computers, and cooking as their priority needs.<sup>36</sup> Adapted urban livelihood measures are especially important where refugee populations are affected by infrastructure projects, as they often make up a high percentage of female-headed households and often depend on informal and precarious areas of work.<sup>37</sup>

## Livelihoods in Conflict Settings

In conflict, post-conflict, or fragile settings, livelihood restoration can contribute to peacebuilding by increasing access to limited resources for people affected by conflict and/or climate change and by building social cohesion through community stewardship of these resources. When implemented with a gender-responsive approach that takes into account the needs of men and women, livelihood restoration measures can help reduce inequalities and achieve sustainable development outcomes. For example, restoring water infrastructure in conflict-affected areas can mean that agriculture, health, education, sanitation, and other critical services can resume.<sup>38</sup>

## Knowledge Exchange and Partnerships for Livelihoods Restoration

The exchange of knowledge on key gender issues, strategies, and outcomes in livelihood restoration can aid the identification of best practices and opportunities.

- Circulate all assessments, studies, and knowledge products to national gender experts, working groups, or institutions for peer review to ensure the highest possible level of accuracy.
- Consult other expert groups, especially where agricultural/agroforestry or production or value chains are concerned, as livelihood interventions in this sector are governed by a multitude of influencing factors and risks and outcomes need to be measured with appropriate indicators and tools. Development and also humanitarian organizations often have the needed expertise and can be helpful partners.
- Following interventions, socioeconomic surveys are needed to evaluate the extent to which resettlement outcomes were successful and livelihoods were restored after the project. The surveys should be complemented by independent monitoring and evaluation.

<sup>36</sup> Vincent Roquet et al., "[Urban Land Acquisition and Involuntary Resettlement.](#)" The World Bank, Washington DC, 2017.

<sup>37</sup> UNHCR, "[Refugee Livelihoods in urban settings.](#)"

<sup>38</sup> Ilona Coyle et al., "[From Fragility to Resilience: Managing Natural Resources in Fragile Situations in Africa.](#)" African Development Bank: Abidjan, 2016.

**BOX 3D | Investing in Women Along Agribusiness Value Chains<sup>39</sup>**

The IFC report and guidance “Investing in Women Along Agribusiness Value Chains” calls on the private sector to invest in closing gaps between men and women in agribusiness. It focuses on four different stages of a simplified value chain:

1. Input provision (provision of seeds and fertilizers, for example)
2. Production
3. Post-harvest processing and storage
4. Transportation, sales, and marketing

For each stage in the value chain, the report helps companies identify potential benefits from closing gender gaps. The authors accomplished this by reviewing women’s contributions and constraints within each stage, outlining solutions for the private sector, demonstrating the business rationale for making gender-smart investments, and presenting best-practice case studies.

<sup>39</sup> IFC, [Investing in Women along Agribusiness Value Chains](#), 2016.