Building partnerships on Sustainable Development Goals – Empowering Disabled People's Organizations in India

June 2019

#

#

GENDER ASSESSMENT REPORT
By
Samarthyam

samarthyam

National Centre for Accessible Environments

Sightsavers

Contents

Abbreviations

CoSP - Conference of State Parties

CEDAW - Convention on the Elimination of all forms of Discrimination Against Women

CSO – Civil Society Organisation

DPOs - Disabled People Organisations

INGOs – International Non Government Organisations

NGOs – Non Government Organisations

PwDs – People with Disabilities

RPwD Act – Rights of Persons with Disabilities Act

SDGs – Sustainable Development Goals

SHG - Self Help Groups

UNCRPD – United Nations Convention on the Rights of Persons with Disabilities

WwDs – Women with Disabilities

1. Executive Summary

To empower Women with Disabilities (WwDs) using the Sustainable Development Goals (SDGs): Goal 5 (Gender Equality)- target and indicators, the Rights of Persons with Disabilities Act (RPwD) Act, 2016 and UNCRPD, **Samarthyam** partnered with **Sightsavers India** on the project "**Building partnerships on Sustainable Development Goals – Empowering Disabled People's Organizations in India**" funded by **European Commission.**

Covering five Indian states of **Madhya Pradesh, Rajasthan, Odisha, Chhattisgarh** and **Jharkhand**, this investigative study conducted focus group discussions and semi–structured interviews with **15 DPOs** to assess gender inclusion in these organizations, discriminatory or exclusionary practice, barriers to WwDs in leadership roles, awareness of gender issues and practice in general, and, specific areas for improvement. All DPO members, especially women with disabilities, were provided with meaningful, non-threatening and non-exploitative opportunities to talk about their experiences.

This identified gender specific barriers, reviewed DPO functioning, gaps limiting full and equal participation by all members, and opportunities for strengthening governance and running of the organizations.

Women with disabilities in India find themselves marginalized due to the social repression and harassment of women, exacerbated by the societal stigma and hostility towards their disabilities. They face discrimination and isolation and are treated as inferior citizens. Participants in this assessment were from rural and semi urban districts, most with loco-motor disabilities and in their late twenties. Most women were unmarried and men married, with the former less educated and typically self-employed. The latter had access to jobs. Lack of access to transport, assistive devices, education, government funds and schemes, support from community and family, and, lack awareness of rights and entitlements are some of the barriers to their inclusion in DPOs.

The findings of this assessment show that despite some representation in DPOs, WwDs tend to engage only in petty tasks in these DPOs. Decision making is concentrated within the male-centric leadership, neglecting issues and concerns of WwDs.

Meaningful engagement, participation in decision making and awareness of gender issues through training and empowerment is required to change this institutional practice. This assessment looked at specific areas for improvement and modalities to track progress on gender inclusion over time within DPO by an external agency or supporting partner in the district.

Incentives, inclusion of WwDs issues in all DPO agendas, equitable representation in leadership roles, gender responsive budgeting, gender committees led by women, and, access to health services, including sexual and reproductive health programs is critical. Preventing violence, exploitation and harmful practices, such as child, early and forced marriage and female genital mutilation, including sterilization must be a priority. Use of technology to communicate, inform and as a redressal forum can support access to universal rights and legislation.

The interaction raised awareness among the participants for further exposure and training on gender issues. To ensure long-term gender inclusion at the grassroots level, women with disabilities have to fully understand their rights and entitlements. They need to strengthen their capacity to demand and advocate for their rights and become part of wider Civil Society Organisation (CSO) networks at state, national and international level.

Along these lines, all DPOs have to develop and demonstrate a framework for planning, implementing, and monitoring inclusive working and advocacy towards mainstreaming of girls and women with disabilities. This framework puts women with disabilities at the heart of the rights based advocacy process, by providing them voice and agency and to resolve their health, education, economic empowerment and live a safe and quality life-related issues.

The next step in the process is DPO capacity building in the Indian context based on this assessment, defining future priorities and as a baseline to measure DPO functioning and engagement with the SDG implementation over time.

2. About Samarthyam

Samarthyam is a Disabled People Organisation founded by persons with disabilities in 1993 and registered in 2001. Samarthyam is in Special Consultative Status with United Nations Economic and Social Council (ECOSOC) since 2015. Samarthyam is Member, Standing Committee Civil Society Organisation (CSO), Niti Ayog, Government of India and co-ordinator working group on health, nutrition and sanitation and disability.

Samarthyam with rights based advocacy and research, promotes and upholds the rights of girls and women with disabilities under its project Women with Disabilities Forum for Action. The organization works towards addressing issues of accessibility, health, education, employment/work and discrimination faced by girls and women with disabilities in India and Asia Pacific. In collaboration with national and international networks and agencies, it is actively engaged in advocacy initiatives to empower and support them to avail their rights.

Samarthyam's advocacy efforts have resulted in inclusion of women with disabilities in the Rights of Persons with Disabilities (RPwD) Act 2016 and some flagship programmes and schemes of Government of India. Our efforts to promote women's entitlement to access all services and facilities have resulted in a close relationship with the National Commission for Women on national level, and Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) committee and Conference of State Parties (CoSP) on CRPD on international level.

3. About the EC project

Sightsavers India with **European Commission** has undertaken the project on "Building partnerships on Sustainable Development Goals – Empowering Disabled People's Organizations in India." Samarthyam is partnering with Sightsavers India on training, strengthening and empowering 15 DPOs on Sustainable Development Goals (SDGs) and Goal 5- Gender Equality; the Rights of Persons with Disabilities Act (RPwD) Act, 2016 and UNCRPD in five states of India, which are Madhya Pradesh, Rajasthan, Odisha, Chhattisgarh and Jharkhand. Under the project there are partnership components with national and international networks, Together2030 and European Disability Forum.

4. Introduction

According to the World Health Organization, more than 1 billion people worldwide (15% of the world's population) have a disability[1]. More than half are female.

Women and girls with disabilities are subject to double discrimination. Marginalized both on account of their disability and their gender, they face social isolation and rejection, and are taught that they are inferior to their peers. This has a clear impact on their aspirations and their family's aspirations for them in the future[2]. In comparison to men with disabilities, women with disabilities face higher discrimination from family and community, and are banned/ restricted from taking part in Disabled People Organisations (DPOs) functioning and advocacy on women empowerment.

Now is the time that women with disabilities (WwDs) must engage in a new vision for the world, post 2015 and the power gap and inequalities that exists between men and women, communities, countries and the vast global north and south must be closed.

There has been a drive in mainstreaming and empowering women with disabilities by some national and international networks, INGOs and NGOs. However, in practice, the efforts are not sufficient to sustain the desired change at the

---

[1]World Report on Disability, World Health Organisation and World Bank. 2011
[2]The United Nations Fourth World Conference on Women, Beijing, China - September 1995

grassroots level. It is found that this failure is largely due to two primary reasons - lack of participation of women with disabilities and ineffective/ inadequate positions in the DPOs.

To ensure long-term disability inclusion at the grassroots level, women with disabilities have to fully understand their rights and entitlements. They need to strengthen their capacity to demand and advocate for their rights and become part of wider Civil Society Organisation (CSO) networks at state, national and international level. The 2030 Agenda is explicitly grounded in human rights, and the Sustainable Development Goals (SDGs) seek to realize human rights for all. Moreover, the pledge to leave no one behind reflects the fundamental human rights principles of non-discrimination and equality. Hence, there remains a definite need to build DPO capacity to advocate for accountability in SDG implementation and monitoring at the local level in a systematic and institutionalized manner.

5. Gender Assessments of 15 DPOs (State wise)

To ensure women and men with disabilities are engaged in DPO action and decision-making equally in five states, Samarthyam conducted a participatory gender and disability assessment of 15 DPO partners to ensure that women and men with disabilities are equally engaged in DPO action and decision-making. Considering the focus of the project is on gender mainstreaming and the relatively low numbers of women with disabilities take leadership positions in DPOs, the assessment facilitated a deeper understanding of the gender-dimension within DPO leadership.

5.1 Objective of the assessment
- Understand the barriers preventing women with disabilities in particular, from participating meaningfully in DPO leadership
- To support discussion/ awareness raising of gender issues and practical action which can be taken to promote gender inclusion in DPOs
- To analyze gender inclusion issues and practice within the DPOs in a systematic way
- To identify specific areas for improvement on gender inclusion
- To track progress on gender inclusion over time within DPO by an external agency or supporting partner in the district

5.2 Methodology
The methodology included focus group discussions and semi–structured interviews. The results of the assessment were shared with DPO members and other stakeholders as part of a planning workshop where key issues and future action to strengthen DPO functioning were discussed and agreed.

The assessment investigated the degree to which women and men with disabilities participated meaningfully in DPO decision-making and identifying gender-specific barriers.

The assessment included review of the functioning of the DPOs, identifying existing gaps limiting full participation by all members, and opportunities for strengthening governance and running of the organization.

The assessment, key recommendations and DPO response support deeper understanding of the real issues, concerns and requirements for DPO capacity building in the Indian context, inform future priorities and serve as a baseline to measure DPO functioning and engagement with the SDG implementation over time.

A participatory and consultative process was undertaken to ensure that the views of all DPO members are taken and everyone can participate. It was ensured that all DPO members especially women with disabilities are provided with meaningful, non-threatening and non-exploitative opportunities to talk about their experiences.

Gender assessment underway for DPOs

Women with disabilities presenting recommendations for DPO functioning and their leadership roles

Interview with DPO governing body

samarthyam
National Centre for Accessible Environments

Sightsavers

Training of DPOs on Gender Assessment

5.3 Participants Profile

- **Geographic Distribution –** mostly DPO members are from rural and semi-urban districts of the five states.
- **Disabilities –** it is found that maximum number of DPO members is with loco-motor disabilities. Only two women with disabilities participated in the assessment had mild intellectual disability and one woman was with partial visual impairment.
- **Age-** mostly women with disabilities are in their late twenties.
- **Marital status –** mostly women with disabilities are unmarried and many men with disabilities are married.
- **Educational qualification-** low educational background of women with disabilities is found in all DPOs, except one or two individuals who have graduation or post graduation degrees, as compared to men with disabilities who are graduated or higher secondary passed.
- **Occupation –** all women with disabilities are self employed as compared to men who have jobs also.

- **Female male ratio -**

S. No.	State	Districts	Females	Males
1.	**Madhya Pradesh**	Betul	3	4
		Hoshangabad	2	3
		Jabalpur	2	5
2.	**Chhattisgarh**	Baloda Bazar	3	4
		Raipur	4	3
3.	**Jharkhand**	Dumka	4	8
		Hazaribagh	4	7
4.	**Odisha**	Gajapati	3	6
		Ganjam	5	6
		Rayagada	3	7
5.	**Rajasthan**	Dungarpur	2	6
		Chittorgarh	4	2
		Sirohi	3	4
		Udaipur	3	8
		Bikaner	2	3

o It is clear from the female male ratio table above, that in each district DPO except Raipur (Chhattisgarh) and Chittorgarh (Rajasthan), number of males are more than females.

o The men with disabilities are on the decision taking positions and women with disabilities are responsible for petty jobs. In the focus group discussion it was mentioned by all women that due to family restrictions and community harassment, women with disabilities are not able to take part in DPOs. Very few who have able to come out is because of support of other people with disabilities in the community or due to partner NGOs who work with self help groups (SHG) and encourage women leadership and empowerment.

5.4 Focus Group Discussion Findings

5.4.1 Key issues and challenges of women DPO members
o <u>Issues</u>- lack of infrastructure for DPO
o <u>Challenges</u>- travelling, have to visit hospital of disability certificate, has to struggle a lot to get assistive devices from CRC, taunting by the villagers and lack of funding

5.4.2 Key priorities
o Office set up for meetings and other works
o Timely availability of assistive devices
o Advocacy and application to district collector
o Self employment for women with disabilities NRLM linkages
o Vocational trainings for economic empowerments

5.4.3 Support Women DPO members require
o Office space
o Financial support- perdiem/ honorarium for DPO work
o Transportation and allowance
o Equal platform as men with disabilities
o Encouragement in front of village leaders and community
o Family support

5.4.4 External Representation
o Very limited due to family restricts and community is hostile
o Low educational background
o Less awareness on rights and entitlements
o No support from the government hence do not indulge in advocacy

5.4.5 Encouraged representation
o Transport allowance for women with disabilities

o Influencing person in the village who can influence women with disabilities to actively participate in DPOs
o Family support

5.4.6 Budget allocations to support the participation of Women with Disabilities
o Presently none of the DPOs have budget. There is small fund available through memberships of DPO members.
o Fund raising and through projects funds needs to be collected and percentage of funds collected should be used for administrative costs and costs for women with disabilities participation.
o Partner organizations assigned with DPOs (except in case of Rayagada DPO, Odisha who does not have one) can support the DPOs for fund allocation for more women with disabilities participation in DPO internal and field activities.
o District administration should be approached for creating opportunities for women with disabilities to come out of communities and support in availing benefits of government programs and schemes. Incentives to be provided by the gram panchayts (village offices) and district welfare offices created by state governments.

5.4.7 DPO advocacy work focus on issues affecting Women with Disabilities- some examples.
o Availing railway and bus pass
o Skill development
o Land allocation
o Below Poverty Line (BPL) card,
o Right to vote and appropriate facilities for inclusive elections
o Only two DPOs work on violence and abuse faced by women with disabilities

5.4.8 Permanent agenda item around issues that specifically affect women with disabilities
o No permanent agenda for women were found in any of the DPOs

5.4.9 Women leaders' contribution on agenda setting and further enragement
All DPOs scored zero on this context.
o Women members do participate in DPOs for agenda setting and are given opportunity, however very few come forward or are vocal. Their voices remain unheard or given low priority.

o Mostly men replied that they will encourage women DPO members, orient and trained on advocacy topics

5.4.10 "Gender Committee" under DPOs
o Presently there are no such committees and DPO members replied that never thought about having Gender Committees in their DPOs. Women with disabilities welcomed the idea and shared that these committees will give them visibility, empowerment and encouragement from both family and community.
o All DPOs committed to immediately form Gender Committee under their DPOs, which will be led mostly by women and encourage more women with disabilities participation

5.4.11 Women members participation and contributed towards the DPO Bye-laws and organizational policies
o Only three DPOs confirmed women members participated in DPO by-laws formation and policies, while others informed that they wanted women members' participation; however women did not come forward.

5.5 Evaluation

5.5.1 Knowledge on issues and gender equality and women with disabilities empowerment
The objective of this section was to assess the level of knowledge on gender equality and its inclusion in operations activities. There were four questions asked with options to understand degree of gender inclusiveness and influence in the DPOs working.
- o All DPOs replied that **gender concerns influence their everyday work** to a limited extent
- o **Relevance of gender in the mandate of DPOs-** reply was to a limited degree
- o **Relevance of gender in the activities of DPOs-** Relevant to a limited degree
- o **Familiarity of DPO members with national &international frameworks on Gender Equality and the Empowerment of women with disabilities-** DPOs of Odisha, Chattisgarh and Jharkhand reply was not at all while both MP and Rajasthan DPOs replied- very familiar

5.5.2 Barriers, challenges and successes faced while making DPO gender inclusive

There are many common barriers and challenges found in 15 DPOs in 5 states. Although in Odisha and Jharkhand the barriers were more related to education and funds, while in Rajasthan it was on travelling alone and transportation due to geographical terrain. DPOs from Chhattisgarh and Madhya Pradesh reported lack of facilities and funds to DPOs including digital divide. Following are the compiled replies from the 15 DPOs:

Barriers (such as cultural , environmental, attitudinal, economic barriers)	Key Challenges	Key Successes
Family not supportive	Women have no or low self confidence and are not capacitated to advocate for their rights. They do not want to come out of home.	Friends and DPO members support in empowering women with disabilities
Social stigma and harassment by community members	Low literacy level	Registered DPOs- more visibility and accountability to be gender inclusive as per the requirements of partner/ donor orgnaisations
Inaccessible / non-availability of transportation modes to commute for DPO meetings and field visits	Conservative families – do not want to send woman alone and dominating patriarchy	'Education for All' drive in states and mid-day meals have encouraged more girls to take up primary and higher education
Geographical conditions and difficult terrains of village pose barriers in mobility	Technology is one of the biggest challenges. While most women are used to What's App on mobile, they need know-how on other digital applications and computer.	Some active DPOs are networking with other DPOs and raising mass awareness on equality and empowerment of women with disabilities

Economic inadequacy/ funds are not available for attending meetings and most women are self employed, hence leaving work and joining DPOs can be compensated by perdiem for DPO activities. It's also an incentive for families to allow women with disabilities to work in DPOs.	Women with disabilities are either seen as objects of charity or welfare and families along with communities believe in getting them married and get rid of off their responsibility	Many women with disabilities are involved in skill and vocational training leading to their economic empowerment and thereby giving them more self confidence and dignity in the family and community
Low awareness on rights and interest about DPOs objectives and advocacy through awareness to be created	Men with or without disabilities do not encourage women with disabilities to be on decision making posts, and it is reflected in the DPOs also	Rights based advocacy by DPOs related to avail bus and railway pass, disability certificate, pension, inclusive education and health related services is resulting in connecting with more women with disabilities

5.6 Conclusion

- Women with disabilities are on the board/ governing body of DPOs but as tokenism as opposed to men with disabilities who have a decision-making role.
- Got deeper understanding of the gender-dimension within DPO leadership.
- DPO representatives underscored the point above, however voiced their need to have more women with disabilities participation with 50% as women leaders. They also showed keen interest and commitment to form Gender Committee with women with disabilities leaders.
- They admitted that now they have understood how the RPwD Act, 2016, UNCRPD and SDG framework could be used as advocacy tools and the need to develop their advocacy skills around SDG implementation at the local level.
- They reflected that since they have not taken any gender Training in the past, and this training by Samarthyam being the first of its kind, they are keen to have more such training and exposure on gender issues.

6. Gender Assessment Tool- State Wise Rating Results

States	DPO Districts	RANKING on the scale of 1-5 (1 is best, 2 is good, 3 is fair, 4 poor and 5 is bad)					
		Area 1: Gender in policy framework	Area 2: Gender Knowledge and Skills	Area 3: Gender conscious organization	Area 4: Gender in Programming	Area 5: Gender Rights & Justice	Area 6: Achieve gender equality and empower all women and girls
Madhya Pradesh							
	Betul	3	5	3	1	4	2
	Hoshangabad	4	4	3	1	3	2
	Jabalpur	4	5	3	1	5	3
Chhattisgarh							
	Raipur	5	5	5	4	4	4
	Balodabazar	5	5	5	4	5	3
Jharkhand							
	Dumka	5	5	2	4	4	5
	Hazaribagh	5	5	2	4	4	4
Odisha							
	Gajapati	3	3	4	3	3	5
	Ganjam	5	5	4	3	4	5
	Rayagada	4	5	5	5	5	5
Rajasthan							
	Dungarpur	4	5	5	3	5	2
	Udaipur	5	5	5	1	5	2
	Chittorgarh	5	4	2	1	4	2
	Sirohi	5	4	4	2	5	2
	Bikaner	5	5	5	2	5	2

Conclusion

There are six areas selected for assessment of DPOs knowhow and understanding about particular concepts (for example, gender equality, women's empowerment, etc.), policies (such as organizational gender strategy, gender mainstreaming strategy) and procedures (how gender equality should be reflected in procurement or recruitment processes, among others), as well as how capable they are of implementing all these and other processes. Considering the answers against indicators (the 'yes/no' questions), and the discussion around those questions, overall ranking is allocated for capacity in that particular area on a scale of 1 – 5, using the ranking system viz. 1 is best, 2 is good, 3 is fair, 4 poor and 5 is bad. It might not be possible for all DPOs to excel in all six areas; however, achieving good in at least 4-5 areas is required.

DPO's priorities for improvement are as follows:

- **Madhya Pradesh** – All three districts DPOs are ranked as 'best' in Area 4 -Gender in programming and should continue doing so. Area 6- Achieve gender equality and empower all women and girls ranking ranges from fair to good. However, all other three areas they need to strengthen themselves as it ranks poor to bad.
- **Chhattisgarh** – Both Raipur and Balodabazar DPOs have to work in all six areas as the ranking if between poor to bad.
- **Jharkhand** – Both Dumka and Hazaribagh DPOs have ranked good in Area 3- Gender conscious organization, however all other areas range between poor and bad. Thus they need to build up in these areas.
- **Odisha -** All three districts DPOs have to work upon in all areas as the ranking is between fair and bad.
- **Rajasthan –** Only two districts DPOs (Udaipur and Chittorgarh) are ranked as 'best' in Area 4 -Gender in programming and should continue doing so. However, all other areas are weak, ranking between fair and bad and needs to be strengthened.

7.   Recommendations for Leadership Development

Key issues and strategies for key position holding and the successful participation of women with disabilities in the DPOs

It is a known fact that DPOs leadership and activities need to be engendered for sustained and transformative impact. Along these lines, all DPOs have to develop and demonstrate a framework for planning, implementing, and monitoring inclusive working and advocacy towards mainstreaming of girls and women with disabilities. This framework puts women with disabilities at the heart of the rights based advocacy process, by providing them voice and agency and to resolve their health, education, economic empowerment and live a safe and quality life-related issues.

To achieve gender equality and empower all women and girls with disabilities should be one of the goals of the DPOs. Some of the ways identified to increase women with disabilities membership, orientation and leadership building are as follows:

- Form a 'Gender Committee' in the DPOs, have a gender policy and keep it in forefront for all issues related to women with disabilities, transgender and others
- Encouraged participation, leadership and decision making powers to women with disabilities members and having gender responsive budgeting in DPOs
- More women should take advantage/ benefits of DPO advocacy and service delivery and by evidence based benefits, other women with disabilities will get interested
- Awareness and implementation of health services for women with disabilities. Ensure universal access to sexual and reproductive health and reproductive rights for women and girls with disabilities as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review
- End all forms of discrimination against all women and girls with disabilities everywhere

- Eliminate all forms of violence against all women and girls with disabilities in the public and private spheres, including trafficking and sexual and other types of exploitation
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation, including sterilization. These practices are still found in all five states where the gender assessment is carried out
- Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate, including care of people with disabilities
- Ensure the full and effective participation and equal opportunities for women and girls with disabilities for leadership at all levels of decision-making in political, economic and public life
- Undertake reforms to give women and girls with disabilities equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women and girls with disabilities
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls with disabilities at all levels

Annexure 1. Using the Gender Assessment Form

- The assessment will be done mainly through questionnaire survey, interviews, focus group discussion with key DPO leaders, staff and members.
- A participatory and consultative process will ensure that the views of all DPO members inform this process and that all members are able to participate. It will be ensured that all DPO members especially women are provided with meaningful, safe and non-exploitative opportunities to talk about their experiences.
- The information that will be gathered through assessment entails how much they know and understand about particular concepts (for example, gender equality, women's empowerment, etc.), policies (such as organizational gender strategy, gender mainstreaming strategy) and procedures (how gender equality should be reflected in procurement or recruitment processes, among others), as well as how capable they are of implementing all these and other processes. For each area, there is an indicator question and some questions require a yes/no, while others may ask for further elaboration.
- Considering the answers against indicators (the 'yes/no' questions), and the discussion around those questions, overall ranking would be allocated for capacity in this area on a scale of 1 – 5, using the ranking system.
- Explanation will be given on why we agreed on the ranking given in the 'justification' box?
- Based on the gaps and challenges identified during your discussions, we shall provide /identify what the DPO's priorities are for improvement.
- DPOs will agree upon key priority areas based on the results and recommendations provided by them.

Other evidence

Where possible, evidence from interviews will be supported by the following sources:

- Review of DPO governing body structure and documents
- Reports submitted to partners/ Sightsavers India
- Review of reports and documents to assess how the project has positively/negatively impacted on both men and women and/ or review of evaluation ToRs/ reports

Annexure 2. Gender Assessment Rating Tool

Date	District/State

Name of DPO (consent to be taken from DPO members for giving name / keeping name anonymous)

Area 1: Gender in policy framework		
Indicators	**Yes**	**No**
1. Are you aware of term 'Gender'?		
2. Are you aware of Gender Capacity?		
3. Does the DPO's constitution, vision and mission include reference to gender?		
4. Do the organization's strategy/strategic plan include different gender needs?		
5. Do action plans include gender based programs?		
6. Is there a gender policy?		
7. Does your DPO have gender responsive budgeting for example there is fund allocation for a program or project?		

Area 2: Gender Knowledge and Skills

Indicators		
	Yes	**No**
1. Is there a gender focal point amongst DPO members/staff?		
2. Have members had gender related training?		
3. If yes, were there training learning material available in accessible / alternate formats during the trainings. For e.g., for participants with visual impairments, training learning materials provided in Braille, etc.		
4. Have members requested gender training?		
5. Are resources on gender (publications, reports, website links) available to members for them to develop further gender knowledge and skills?		
6. Is the DPO a member of a network/platform/collaboration of gender focused organizations?		

Area 3: Gender conscious organization
(practicing gender awareness and equity at all levels)

Indicators	Yes	No	Provide numbers (where applicable)		
			Female	Male	Others
1. Is there gender balance at management committee level? **NB 'gender balance' defined as at least 50% women**					
2. In holding meetings and activities, is there sensitivity to different access needs of men and women with disabilities (safety, timetable)?					
3. Is gender included in administrative/operations documents (TORs, vacancy adverts, reports etc.)?					
4. Is gender balance promoted within the organization? Give no. of female, male, others.					
5. Is there gender balance at full board level? Give no. of female, male, others.					
6. Is there gender balance at different staff levels? Give no. of female, male, others.					
7. Is there gender balance at volunteer/intern level? Give no. of female, male, others.					

Area 4: Gender in Programming

Indicators	Yes	No	If the answer is no, please explain.
1. Is baseline data collected disaggregated by gender?			
2. Does baseline data collected give details of age, kind of disability, different situations, needs and priorities of men and women?			
3. Is there active participation of women (including carers of persons with disabilities) in the development of programs?			
4. Is there gender balance in program activities e.g. workshops, focus groups meetings?			
5. Do the program facilities support equal access for men and women (e.g. location/ sanitation provision)?			
6. Is budget available to facilitate women'sparticipation including allocation to cover travel, childcare (assistant or aganwadi/ creche)?			
7. Do programme evaluations address gender issues in programme delivery and outcomes?			

Area 5: Gender Rights & Justice

Indicators	Yes	No	If the answer is no, please explain.	Remarks
1. Are there equal or more women with disabilities in managerial positions?				
2. Are the women with disabilities employed or working as volunteers?				
3. Are the volunteer women with disabilities working in your DPO employed elsewhere?				
4. Are the volunteer women with disabilities working in your DPO are unemployed?				
5. Are the average hourly working of female and male employees –(hours of work) equal and there is equal pay scale for both women and men with disabilities?				
6. Are there any restrictions imposed on movement and travelling of women with disabilities for meetings, advocacy or field visits?				
7. Is maternity leave/ job security ensured during pregnancy/ marriage of woman employee with disability?				

8. Are policies in place/used to prevent sexual harassment and gender discrimination?				
9. Are there policies/ plans prepared to deal with violence against women / gender-based violence and sexual and gender-based violence in DPO office/ internally?				
10. Is there a committee made to address appropriately and confidentially the above situation/s?				
11. Is there equal no. of women with disabilities in the committee for complaints and redressal?				
12. Is there enabling environment provided for women with disabilities for example availability of accessible toilet?				

Area 6: Achieve gender equality and empower all women and girls			
Indicators	**Yes**	**No**	**What will your DPO do to achieve this?**
1. Are you aware that we have to end all forms of discrimination against all women and girls with disabilities everywhere?			
2. Are you aware that we have to eliminate all forms of violence against all women and girls with disabilities in the public and private spheres, including trafficking and sexual and other types of exploitation?			
3. Are you aware that we have to eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation, including sterilization?			
4. Are you aware that we have to recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate, including care of people with disabilities?			
5. Are you aware that we have to ensure the full and effective participation and equal opportunities for women and girls with disabilities for leadership at all levels of decision-making in political, economic and public life?			

Samarthyam

National Centre for Accessible Environments

Sightsavers

6. Are you aware that we have to ensure universal access to sexual and reproductive health and reproductive rights for women and girls with disabilities as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences?			
7. Are you aware that we have to undertake reforms to give women and girls with disabilities equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws?			
8. Are you aware that we have to enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women and girls with disabilities?			
9. What will you to adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls with disabilities at all levels?			

Questionnaire for Focus Group Discussion with DPO Members

1. What do we mean by 'gender'?
2. What terminology is used locally?
3. Do we all have the same understanding of the term?
4. What is the difference between focusing on women, and focusing on gender?
5. How gender inclusion is important for your DPO?
6. What are your DPOs strategies for Gender inclusion and Gender mainstreaming within all activities, programmes, campaigns and at an organizational level i.e. how to reach out to more women, get more women membership in the DPO etc.?
7. What does gender capacity mean for your organisation?
8. What references to gender are included in the DPO's constitution, vision and mission?
9. How are the different gender needs taken into account in the organisation's strategies and strategic plans?

Definitions

Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.

Gender[3] refers to the socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men. It varies from society to society and can be changed. While most people are born either male or female, they are taught appropriate norms and behaviors – including how they should interact with others of the same or opposite sex within households, communities and work places. When individuals or groups do not "fit" established gender norms they often face stigma, discriminatory practices or social exclusion – all of which adversely affect health. It is important to be sensitive to different identities that do not necessarily fit into binary male or female sex categories.

Gender Issue or Concern determined by gender-based and/or sex-based differences between women and men. Gender issues include all aspects and concerns related to women's and men's lives and situation in society, to the way they interrelate, their differences in access to and use of resources, their activities, and how they react to changes, interventions and policies. (https://eige.europa.eu/rdc/thesaurus/terms/1184)

Gender Training[4] is one of the key methods to support behavior and organizational change.
Gender training is a facilitated process of developing awareness and capacity on gender issues, to bring about personal or organisational change for gender equality. Providing training is however, on its own not sufficient. Training is helpful if lessons are drawn from the experience, used to improve future activities and shared with others.

Gender Equity requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Gender equity does not mean that women and men become the same, but that their opportunities and life chances are equal.

---

[3] http://www.who.int/gender-equity-rights/en/
[4] https://www.wikigender.org/wiki/gender-training/

Gender Analysis takes into account social and economical differences between women and men at each stage of policy development for the purpose of:

- Revealing potential different impact of policy, program and law on women and men;
- Ensuring equal results for women and men, boys and girls, in measures design and implementation

Gender analysis recognizes that:

- Women's and men's lives and therefore experiences, needs, issues and priorities are different
- Women's lives are not all the same; the interests that women have in common may be determined as much by their social position or their ethnic identity as by the fact they are women
- Women's and men's life experiences, needs, issues and priorities are different for different ethnic groups
- The life experiences, needs, issues, and priorities vary for different groups of women and men (dependent on age, ethnicity, disability, income levels, employment status, marital status, sexual orientation and whether they have dependants)
- Different strategies may be necessary to achieve equitable outcomes for women with disabilities and men with disabilities.

Gender Capacity

- Means of assessing the understanding, knowledge and skills that a given organization and individuals have on gender equality and the empowerment of women, and on the organization's gender architecture and gender policy.

SDG Goal 5

Goal 5. Achieve gender equality and empower all women and girls with disabilities	
Targets	**Indicators**
5.1 End all forms of discrimination against all women and girls with disabilities everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex and disability
5.2 Eliminate all forms of violence against all women and girls with disabilities in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls with disabilities aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
	5.2.2 Proportion of women and girls with disabilities aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation, including sterilization	5.3.1 Proportion of women with disabilities aged 20–24 years who were married or in a union before age 15 and before age 18
	5.3.2 Proportion of girls and women with disabilities aged 15–49 years who have undergone female genital mutilation/cutting/sterilization by age
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate, including care of people with disabilities	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age, location and disability
5.5 Ensure the full and effective participation and equal opportunities for women and girls	5.5.1 Proportion of seats held by women with disabilities in (a) national parliaments and (b) local governments

with disabilities for leadership at all levels of decision-making in political, economic and public life	5.5.2 Proportion of women with disabilities in managerial positions
5.6 Ensure universal access to sexual and reproductive health and reproductive rights for women and girls with disabilities as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	5.6.1 Proportion of women and girls with disabilities aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care
	5.6.2 Number of countries with laws and regulations that guarantee full and equal access to women and men with disabilities aged 15 years and older to sexual and reproductive health care, information and education
5.a Undertake reforms to give women and girls with disabilities equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women with disabilities among owners or rights-bearers of agricultural land, by type of tenure
	5.a.2 Proportion of countries where the legal framework (including customary law) guarantees equal rights for women with disabilities to land ownership and/or control
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women and girls with disabilities	5.b.1 Proportion of individuals who own a mobile telephone, by sex and disability
5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls with disabilities at all levels	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and empowerment of women and girls with disabilities

Useful links

http://www.rodicovstvo.sk/buletin/gender_def_Equal_TCA_June.htm

Samarthyam

National Centre for Accessible Environments

Sightsavers