



TIP SHEET

GENDER INCLUSION IN CASH FOR WORK FOR SHELTER OUTCOMES

Identifying CfW schemes and Project Participants:

- Consult women through focus groups on the types of tasks which could be considered culturally appropriate for women to carry out as part of CfW activities. If there are thematic parameters to the work (e.g. must support shelter construction, agriculture, WASH infrastructure etc.), ensure that is explained to them so appropriate work can be identified within these parameters.
- Engage men in the community to get buy in for women's participation in CfW schemes and reduce any potential social tensions.
- Involve women volunteers in the beneficiary registration process and selection committee – this has shown to allow for greater gender sensitivity and inclusivity, while also empowering women in communities.
- Consult with women regarding barriers to women's participation in CfW activities and adjusting activity designs to ensure women can participate.
- Studies show that in some contexts, constraints to women taking part in CfW activities are: absence of adequate sanitation and hygiene facilities or absence of childcare facilities or appropriate spaces for their young children. These can be addressed within CfW schemes by providing child care support (child minding by trusted community members could also be a form of cash for work labour, just don't forget to budget for additional associated costs in relation to this) and joining forces with a WASH team to ensure appropriate hygiene/sanitation facilities are available.
- Consult women on appropriate timing of work and days (for example, not to clash with meal times, or not when it is dark, times to collect water etc.).
- Have female field staff members who are overseeing the CfW component.

- In contexts which might be particularly challenging in engaging women in work schemes, consider exclusive female crews, timing of work and working hours, culturally acceptable work, work that can be done in the home.
- Support transportation/ transportation costs for women, if this is likely to be a barrier to engagement. Consult

Increase CfW impact on gender outcomes:

- Discuss with women who manages the household expenses or makes decisions about spending. This will inform cultural appropriateness and also the amount of cash which may be seen suitable as well as the cash delivery mechanism.
- To maximize gender transformative outcomes, combine the CfW with awareness raising on shared household decision making and budgeting.
- Combining cash for work with safe spaces has also been shown to increase positive impact- in za'atari in Jordan, research has shown this to reduce social isolation of women.

Monitoring:

- Ensure the post-distribution monitoring survey includes questions that examine impact on gender relations in the household/community. CARE has a CfW post-distribution monitoring survey template if you are in need of a tool, which can then be contextualized.
- Ensure sufficient representation of women in post-distribution monitoring activities (e.g. minimum number of interviews conducted) to inform the understanding of activity impact as well as necessary adjustments to improve quality. This can be calculated to be proportionate to the ratio of women: men in the community, or targeted by the project.