Inclusive Development Practice for Gender Equality and Women

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Inclusive Development

"Inclusive development means that marginalised and excluded groups are actively involved in all aspects of development processes".

… enhances development cooperation outcomes through collaborations

It is a **goal** and a **means to an end**.

Gender Equality and Inclusive Development

- Gender equality and women's economic empowerment (WEE) are preconditions for inclusive development

- Yet, women's participation is lagging, limiting their prospects for achieving gender equality and inclusive development targets.

Gender Equality and Volunteerism: what we know

- High percentage of women volunteers
- Gender equality outcomes central to development programs
- Gender as a cross-cutting theme/priority

In a survey of 2900 UN volunteers, 691 respondents (24%) indicated their assignments contribute most to SDG 5 'achieve gender equality and empower all women and girls' (UNV, 2018).

Ways to Support Women's Empowerment

- Partnering with women's organizations

- Selection of volunteers

- Training volunteers in gender equality

- Providing ongoing coaching

Some Examples: Advocacy and Policy

- *UNV in Guatemala*: building capacity to deal with gender-based violence in police forces and other institutions.
- *Uniterra in Sri Lanka* assisting private businesses to development strategies for women's empowerment and improve the position of women to build more inclusive and equitable labour markets.

More Examples: Promoting Knowledge and Learning

- UNV online volunteer devloping data colleciton app for results based management of poverty reduction project

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- Skills and capacity building through models that involve international, national and local volunteers to work together.

Innovation while Addressing Barriers

Challenges
- Gender division of labour
- Disproportionate care work for women
- Discrimination and educational barriers

1. What are the impacts of additional volunteering contributions and how to address these challenges/redistribute care work?
2. Safety and security-related concerns: protection from harassment and abuse, need for education, polices, law and enforcement.
3. Mentorship should not be assumed and must be practiced with care.

Discussion Questions

1. How can volunteering for development (V4D) promote gender equality while tackling root causes and systemic barriers to equality?

2. What examples do you have of efforts to mitigate the challenges and risks that women volunteers experience?

3. What more needs to be done to include women in volunteer initiatives without adding to existing workloads/safety concerns?

4. How can future research better document how V4D can contribute to gender equality and women's empowerment?

5. How can we better incorporate intersectional gender analyses to understand different experiences/contributions of volunteering for inclusive development?