

GENDER CAPACITY STATEMENT

Advancing equality,
building inclusive futures

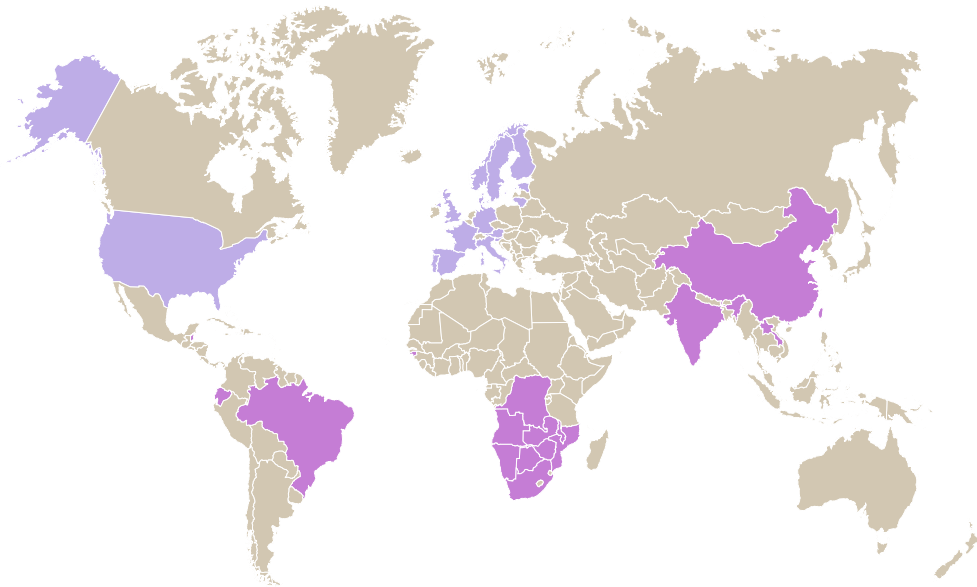


HUMANA
PEOPLE TO PEOPLE

WHO ARE WE?

HUMANA People to People (HUMANA) is an **international network of 29 local NGOs** working for the sustainable development of vulnerable communities, particularly from **Sub-Saharan Africa**, the **Americas** and **Asia**.

In our unwavering commitment to tackling some of the world's major socioeconomic, environmental, and humanitarian challenges, we spearhead **community-driven holistic development programmes** that **harness** the power of **education** and **collaboration**. Moreover, our teams are comprised by people hailing from the very communities we serve, offering invaluable local insights and expertise.



You may know HUMANA member organisations by the names of:



OUR AREAS OF WORK

Climate Change and Agriculture

Education, Training and Economic Empowerment

Community Development

Health

HUMANA'S INTERSECTIONAL APPROACH TO GENDER

HUMANA recognizes the vital importance of gender equity and inclusivity.

By embedding gender equality principles and practices into our work, we strive to create a more just, equitable, and resilient world for all. We believe that true progress and transformative impact requires an intersectional approach that addresses the unique needs and challenges faced by all, including women and girls.

HUMANA's Gender Capacity Statement serves as our **commitment to promote gender-responsive and gender-transformative programming**, advocate for women and girls' empowerment, and champion the rights of women and girls, in all their diversity, around the world.



HOW WE MAINSTREAM GENDER INTO OUR AREAS OF WORK



**Climate Change
& Agriculture**



Education



Health



**Holistic Community
Development**



Climate Change & Agriculture

By integrating a gender lens into our agricultural programs and initiatives, we empower women to participate actively in and benefit from agricultural value chains.

Women play a critical role in agriculture, contributing significantly to food production, rural livelihoods, and sustainable development. Nevertheless, **they are often limited in terms of resource ownership and decision-making power.**

Similarly, **climate change disproportionately affects women and girls due to gender roles and differences in rights and responsibilities**, decision-making, incomes, and more. These circumstances also exacerbate pre-existing inequalities, vulnerabilities, and poverty. As a result, women are often less able to adapt to climate change than men.

Our climate change and agriculture work utilize gender-responsive and gender-transformative approaches, fosters equitable opportunities, and promotes the leadership and agency of women within the agricultural sector. **By integrating a gender lens into our agricultural programs and initiatives, we empower women to participate actively in and benefit from agricultural value chains**, while working with communities to support these positive changes.

HUMANA's "Farmers' Club" sustainable agriculture and environment program – which worked with **354,000 small-scale farmers in rural areas** around the world in 2023 – is a multi-faceted, holistic approach to working with and supporting small-scale farmers to sustainably improve agricultural production and productivity, as well as to build their resilience to external shocks and the effects of climate change.



CASE STUDY

SUPPORT FOR ANGOLAN WOMEN FARMERS

The project is being implemented in 12 municipalities across 10 provinces, working with 20,000 Angolan smallholder farmers – primarily women. Its aim is to enhance women's agricultural production through Farmers' Clubs through training in conservation farming practices.

The project also provides mentorships to Farmers' Clubs in entrepreneurship, facilitating access to agricultural markets and supporting their legal registration to open a path for credit access. We are also working with women farmers to secure their land rights, obtaining the basic tools needed for more active citizenship (such as ID cards, bank accounts, and voter registration) and improving their literacy levels.

Moreover, the project is establishing a network of women's advocates, comprising individuals from both genders deeply rooted in local communities and systems, advocating for equality and equity for women over the long term.

SPECIFIC ACTIONS WITHIN FARMER'S CLUBS

Gender Analysis

- Examine climate change and agriculture from a gender perspective, to understand what men and women are doing, how they are affected by climate change and how different approaches can work better for them.
- Examine gender preferences regarding times, locations, equipment and practices to ensure accessibility and availability for women to participate in project activities.
- Address the underlying causes of vulnerability for women – including poverty, poor governance, environmental degradation, unequal access and control over resources, limited access to basic services, and gender inequality – and ensure that the project responds to these circumstances.

Education & Economic Empowerment

- Provide adult literacy training, including financial literacy, to support women's market access.
- Promote women's equitable access to agricultural inputs (like crops, natural pesticides and fertilizer, equipment) and land.
- Support women to establish local savings and lending groups.
- Make sure all communication and training provision are gender-sensitive and take into account women's needs and preferences (communication can, for example, be face-to-face, via SMS, and more).
- Promote climate-resilient livelihoods and build resilience capacity for women.

Inclusion in Decision-making

- Support women to get necessary paperwork to strengthen their access to public/legal services and rights.
- Promote women's leadership on local agriculture committees/groups and on climate action and encourage men to support women in such leadership roles.
- Value women's expertise and knowledge to complement newer practices.

Awareness Raising

- Lobby for gender-sensitive and gender-transformative policy and mitigation measures.
- Work with communities to raise their awareness of and support for women active in income generation, decision-making, and agricultural value chains.
- Raise awareness among women and men about climate change and its different impacts on different community members.



Education

Education is about more than access to school. It's also about learners feeling safe in classrooms and supported in the subjects and careers they choose to pursue.

Women still account for almost two-thirds of all adults unable to read. Poverty, geographical isolation, minority status, disability, early marriage and pregnancy, gender-based violence, and traditional attitudes about the status and role of women and men are among the many obstacles that prevent girls and young women from fulfilling their right to participate in, complete, and benefit from education.

Conversely, **girls' education strengthens economies and reduces inequality.** It contributes to more stable, resilient societies that give all individuals the opportunity to fulfil their potential. But education is about more than access to school. It's also about learners feeling safe in classrooms and supported in the subjects and careers they choose to pursue – including those in which they are often under-represented.

Within education, HUMANA members – in collaboration with national governments – **operate 55 teacher training colleges** in seven countries that have trained **64,000+ primary school teachers since 1993**. Our members also operate **16 vocational education and training schools in eight countries and run schools and educational programs for both in- and out-of-school children**, so they can enter or re-enter their country's formal educational system.



CASE STUDY

SAMARTH EDUCATION PROGRAM FOR GIRLS IN INDIA

The program helps adolescent girls to bridge learning gaps and bring them to age-appropriate levels. It also intends to make a positive impact on gender equality.

The program provides tutoring sessions for girls during post-school hours, offering a solid foundation of learning that addresses concepts they missed in school. It also supports their physical and emotional health by offering trainings in life skills and personal development and wellbeing. Around 2,000 girls have been supported by this program.

SPECIFIC ACTIONS WITHIN EDUCATION

Gender Analysis

- Gather sex-disaggregated data to share with governments to better target education programs.
- Partner with researchers to examine how education can better empower and reach those most often left behind.

Accessibility

- Lobby governments to ensure that education is accessible to girls and young women through close collaboration with ministries of education.
- Strive to enroll more girls and women, including women and girls with disabilities, with targeted campaigns.
- Provide scholarships to young women to attend vocational and teacher training schools.
- Provide alternative education options for out-of-school girls and young women, including young mothers.
- Address other obstacles to education for girls (such as distance-related barriers, re-entry policies for young mothers, and menstrual hygiene management in schools) by providing mobile and distant education, supporting young mothers, constructing separate latrines, and more.

Sexual & Gender-Based Violence

- Partner with governments and other education providers to tackle school-related gender-based violence and gender barriers.

Capacity Building

- Provide functional skills and literacy training to women and girls.

Inclusion

- Recruit, train and support teachers to address gender inequality in their classrooms and schools.
- Enhance school infrastructure to ensure it is inclusive and meets the needs of all women and girls.
- Work with teachers, learners, and communities to tackle discriminatory gender norms and harmful practices that deny girls access to school and quality learning.
- Include gender-responsive pedagogies in teacher training and professional development.
- Ensure that learning materials are inclusive and gender-sensitive.

Awareness Raising

- Raise awareness among parents and communities about the importance and benefits of girls' education, including girls with disabilities.
- Conduct sensitization campaigns at schools to promote gender equality.

Strengthen Family Capacity to Support Girls' Education

- Support parents to establish other forms of income generation so they are less likely to remove girls from school.



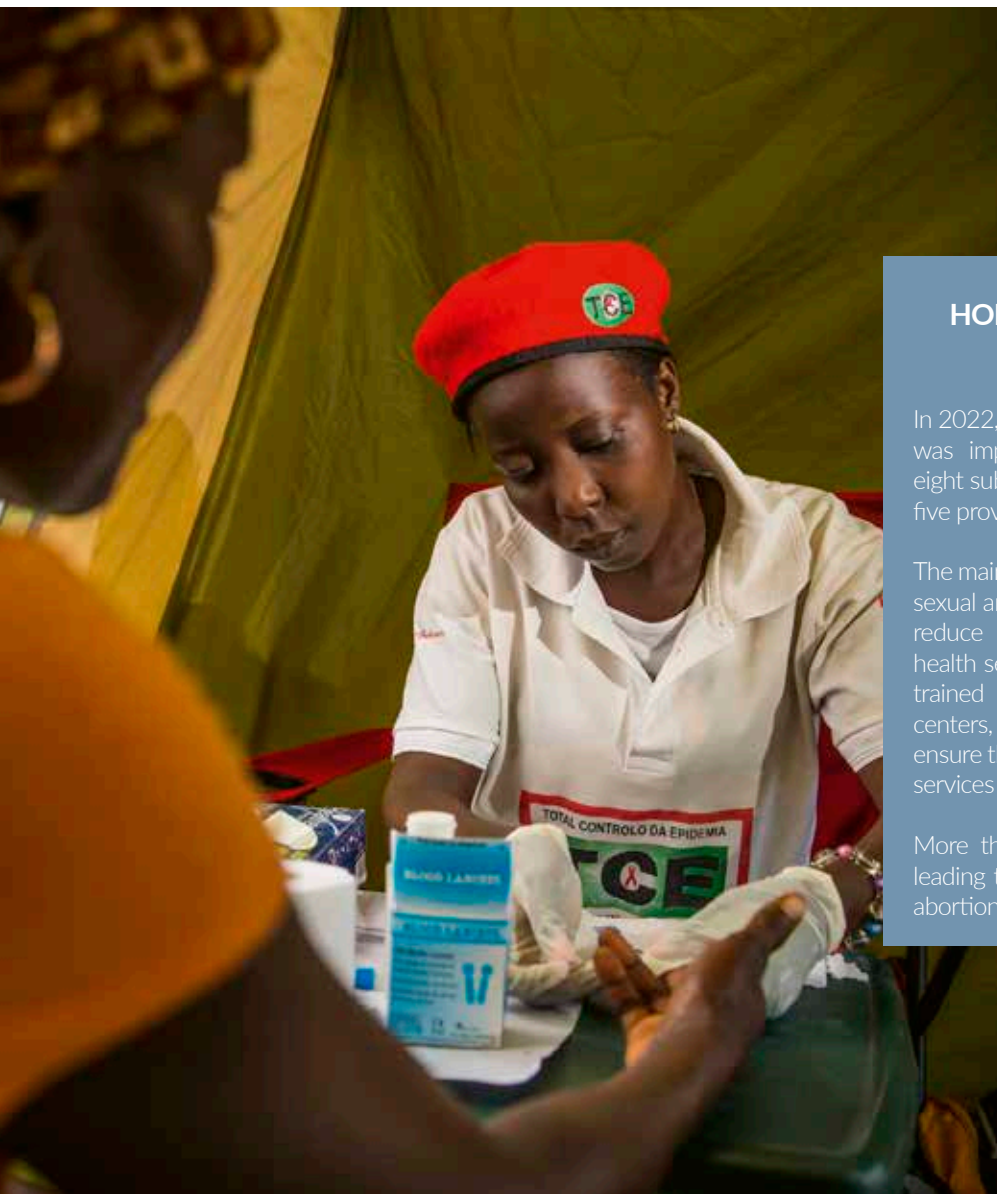
By integrating gender perspectives into our health work, we aim to reduce gender-based disparities, empower women and girls, and promote the overall well-being of communities.

Achieving optimal health outcomes requires a gender-responsive approach that addresses the unique health needs and challenges faced by individuals in all their diversity.

By integrating gender perspectives into our health programs and initiatives, **we aim to reduce gender-based disparities, empower women and girls, and promote the overall well-being of communities.**

HUMANA's health projects worked with **12 million people** last year to focus on the world's biggest health challenges: total control of the HIV and AIDS epidemic; fighting the spread of TB; taking part in eliminating malaria; and improving nutrition.

Our members' approaches are community-centered and people-led, as they organize, support and strengthen people's responsive capacities.



CASE STUDY

HOPE YOUTH HIV PREVENTION PROJECT IN ZAMBIA

In 2022, the Hope Youth HIV Prevention project was implemented by DAPP Zambia through eight sub-sub grantees in nine (9) districts across five provinces in Zambia.

The main focus of the project was to improve the sexual and reproductive health of young people, reduce GBV and provide integrated outreach health services for adolescents. The project also trained paralegals who worked with one-stop centers, victim support units and local courts to ensure that survivors of GBV have access to legal services and justice.

More than 12,000 adolescents were reached, leading to a decrease in unwanted pregnancies, abortions and new HIV infections.

SPECIFIC ACTIONS WITHIN HEALTH

Gender Analysis

- Ensure that prevention and treatment programs respond to the unique vulnerabilities to infection among all women and men, in all their diversities.
- Address women and girls' needs to reproductive health, nutrition, and other health-related services whenever possible through direct services and/or referrals.

Sexual and Gender-Based Violence

- Provide services and/or referrals to SGBV, legal, and other services.

Maternal and Child Health

- Provide voluntary family planning information, products, and services.
- Provide and support maternal and child health information, services, and referrals.

Accessibility to Local Health and Support Services

- Mobilize women to create community-based support groups to ensure they have local emotional and practical care and support.
- Provide inclusive, accessible, and quality health services where they are needed, including in homes.
- Build capacity of other service providers to be gender-sensitive, gender-responsive, and inclusive.
- Partner with other organizations that are specialized in health needs of women and girls in all their diversity.
- Conduct health outreach services at times and at locations that are convenient to women.

Awareness Raising

- Empower all women to know their health status and what they can do to be as healthy as possible.
- Work with communities to reduce stigma as well as the negative consequences (including SGBV) that are associated with stigma.
- Treat family planning as an issue for both men and women, and provide related services and awareness raising.



Holistic Community development

Our interventions empower women and girls to participate in decision-making, access resources, and contribute to the social, economic, and environmental well-being of their communities.

To achieve holistic development, **HUMANA harnesses the forces of communities, working with them to prioritize needs and solutions to achieve true community-led development.** Our interventions empower women and girls to participate in decision-making, access resources, and contribute to the social, economic, and environmental well-being of their communities. Women and girls work hand-in-hand with men, boys, and local leaders to ensure that inclusive empowerment and development takes place in an enabling environment.

Our community development projects in rural areas in Africa, Asia and Latin America are working with **3.4 million people.** These projects center on local “action groups” in which people get together, identify their needs, make plans for sustainable development, and take action.

CASE STUDY

COMMUNITIES ACTING TOGETHER TO FIGHT GBV IN BOTSWANA

This EU-funded project was implemented in three rural districts in Botswana. Its aim was to introduce a systemic change in the targeted communities regarding human rights, gender-based violence and discrimination; prior to project implementation, GBV and discrimination were viewed as normal.

More than 12,226 people were reached through training and awareness programs, which empowered individuals and communities with knowledge on how to identify, combat and report cases of GBV to relevant authorities. The project also strengthened policy dialogue between civil society and duty bearers regarding GBV legal frameworks and victim support systems.



SPECIFIC ACTIONS WITHIN COMMUNITY DEVELOPMENT

Awareness Raising

- Empower women and their communities to explore and challenge social norms, beliefs, and practices that contribute to gender-based inequality.
- Promote stronger voice and leadership of women and girls in representation, dialogue, and advocacy.
- Work with men, boys, and local leaders to increase their understanding of and support for gender empowerment, and how it benefits communities at large.
- Mobilize local female and male “champions of gender equality” to lobby locally.
- Educate communities about the importance of carework responsibilities, and how they should be shared by men and women.

Capacity Building

- Provide functional skills and literacy training to women and girls.
- Train in gender equitable nutrition practices.
- Educate marginalized women and girls about their rights and how to exercise those rights.
- Support women as leaders and work with men to create greater support for their leadership and empowerment.
- Increase community capacity to build and maintain gender-inclusive facilities.

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