
Gender Equality & Social Equity (GSE) Matrix & Rapid 'Disadvantaged' Identification Tool

I. Definitions

1.1. Background

Our vision is a just world in which **all men and women** determine the course of their lives in dignity and security, using environmental resources in a sustainable manner.

HELVETAS Swiss Intercooperation bases its actions on human rights. We and our partners are committed to securing the **rights of poor and disadvantaged men and women**. Our work tackles social, economic and environmental development issues in order to address the many different facets of poverty. HELVETAS Swiss Intercooperation is active in five thematic working areas:

1. Water and Infrastructure (WIN)
2. Skills Development and education (SDE)
3. Rural economy (REC)
4. Environment and Climate Change (ECC)
5. Governance and Peace (GoP)

Gender Equality and Social Equity (GSE) are topics that span all five working areas.

To enhance our capacity to meet our commitments toward the socially disadvantaged, HELVETAS developed the following institutional tools:

- 1) A GSE Strategy
- 2) A GSE Policy
- 3) A GSE Checklist

Translating these concepts into action is a **joint commitment and shared responsibility** of the head office and each country program. Each country program is supported to designate a **Gender Focal Person**. Based on the organizational GSE Strategy and Policy, country teams are responsible for adapting GSE principles, approaches and criteria for integration into their National Personnel Regulations (NPR), their Country Program Strategies (CPS) and their working approaches including how partnerships are managed and how projects are designed and budgeted. **GSE is integrated into annual performance reviews** of both personnel and projects, and is evaluated at Country Program level every five years. The results inform the review and development of the HELVETAS Swiss Intercooperation five-year GSE Strategy and Policy.

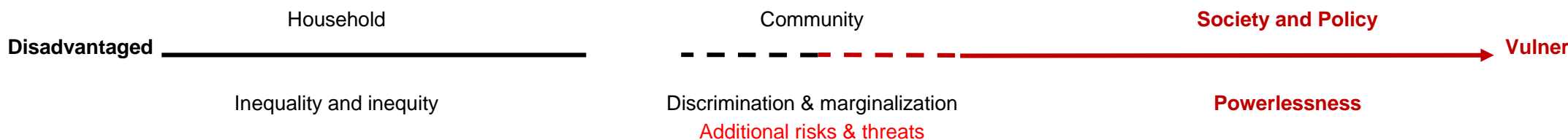
1.2. Gender Equality and Social Equity (GSE)

The HELVETAS Swiss Intercooperation GSE Policy defines **gender equality** as a socially constructed definition of roles, behaviours and power relations between women and men, not to be confused with sex (the biological characteristics of women and men) Our organisational stance in support of gender equality is based on the recognition that women and men have **equal rights**, and should also have **equal opportunities** and **equal responsibilities** in realising their potential. This often entails changed **power relations** within households, working places, communities and society at large. However, gender equality does not always mean striving for equal numbers of men and women in all activities, or treating men and women in the same way. **Men and women often have different needs.**

Social equity can be understood in different ways in different contexts, but we take it to encompass the upholding of **human rights** and the combating of **social injustice**. We seek to reduce or remove the **unequal life chances** that prevent poor and disadvantaged individuals and groups from playing an active role in their personal, community and societal development. Such **inequalities may relate to the individuals themselves**, in terms of their health, education and skills; to **social practices that discriminate** particular ethnic groups, castes or religions, women or persons of different sexual orientation (including those of “third gender”); and to ways of **community organisation and political systems that are dominated by elites** and allow little or no room for the voice of others. Another important aspect of social equity is supporting the **socially marginalised** in gaining secure **access to natural, financial and other resources**. Social equity is also relevant within our own organisation, both amongst our Country Programme and Head Office staff, in that we seek to promote workforce **diversity**, champion **human rights**, and to encourage **intercultural communication**.

1.3. Disadvantaged vs. Vulnerable

In the transitional and fragile context of an ethnically diverse Myanmar, characterized by persistent rural poverty and increasing conflicts over land and natural resources, opportunities and challenges must be weighed where reducing poverty and achieving socio-economic growth are both a priority. **Bridging existing poverty gaps, mitigating exacerbating current disparities and avoiding creating new inequities** are integral considerations for our project designs and intervention strategies. With this in mind, it has been agreed to distinguish between **disadvantaged** and **vulnerable primary stakeholders**. While a person or group can be disadvantaged, this does not automatically imply vulnerability. Additional criteria are taken into account whereby a person, household or group graduates from being disadvantaged to becoming vulnerable. The additional criteria involves **risk factors** which are by in large **imposed by more 'external' factors** over which the individual or group has **little control**. While what makes a person or group disadvantaged are by in large more **'internal' and individual factors** like age, sex, education, location and to a certain extent ethnicity, religion and household economics, when these are **not overtly discriminated against or do not pose an immediate threat** to the person, household or group.



II] Criteria Matrix

	Subsistence	Acute Shocks	Chronic
Location	Rural	Remote	Limited or no access
Community	Poor w/ little or no services	Poor and post conflict/ fragile	Poor and conflict prone
Access	Limited Participation	Restricted representation/voice	Excluded/ no voice or choice
Assets	Land and/or home but limited or no utilities access (water; electricity etc.)	-> 1 Acre of land and/or home/ no title	Landless and/or Homeless
Family	Spouse w/ 3 dependents	Unemployed Spouse/ live in adult guardian w/ 3+ dependents	Single w/ 2+ dependents or Youth/parentless led household
Food Security	Subsistence only/ just enough	Insecure 1-3 months	Insecure 3 months or more
Employment	Seasonal	Day Laborer/ Unskilled	Unemployed/ migrant worker
Income	Less than \$2	Less than \$1/ Unskilled	Less than \$1/ Unskilled/ indebted
Education	Low education/ Primary only	Burmese literate/ No education	No education/ Burmese illiterate
Health	Family prone to sickness	Community Prone to outbreaks	PLDD (Person/ people Living w/ Disease and/or Disability)
Age	35-25 years	25-15 years	Under 15 years/ Over 50 years
Gender/ Identity	Woman	Ethnic and/or religious minority	Woman + Minority (and/or IDP/Refugee)
	Disadvantaged (Poor)	At Risk/ Threatened (Poorer)	Vulnerable (Poorest)

- Any combination of at least 2 criteria in the disadvantaged column identifies a person, household or group as disadvantaged
- Otherwise the more criteria applicable to any given person, household or group, the more special consideration(s) and affirmative actions for their inclusion are required.
- Not included but to keep in mind are incidents of abuse or gender based violence in home or community

III. GSE Baseline Identification Tool

3.1 Rapid assessment: check box (once **any combination** of 3-4 boxes are checked (vertical, horizontal, across); move to 3.2 validation/documentation questions; if observation alone provides certain answers e.g. self-evident/obvious like woman, rural, then 'self-check' and put emphasis on other less visible/obvious criteria)

Subsistence

Acute Shocks

Chronic

Rural	<input type="checkbox"/>	Remote	<input type="checkbox"/>	Limited or no access	<input type="checkbox"/>
Poor w/ little or no services	<input type="checkbox"/>	Poor and post conflict/ fragile	<input type="checkbox"/>	Poor and conflict prone	<input type="checkbox"/>
Limited Participation	<input type="checkbox"/>	Restricted representation/voice	<input type="checkbox"/>	Excluded/ no voice or choice	<input type="checkbox"/>
Land and/or home but limited or no utilities access (water; electricity etc.)	<input type="checkbox"/>	<1 Acre of land and/or home/ no title	<input type="checkbox"/>	Landless and/or Homeless	<input type="checkbox"/>
Spouse w/ 3 dependents	<input type="checkbox"/>	Unemployed Spouse/ live in adult guardian w/ 3+ dependents	<input type="checkbox"/>	Single w/ 2+ dependents or Youth/parentless led household	<input type="checkbox"/>
Subsistence only/ just enough	<input type="checkbox"/>	Insecure 1-3 months	<input type="checkbox"/>	Insecure 3 months or more	<input type="checkbox"/>
Seasonal	<input type="checkbox"/>	Day Laborer/ Unskilled	<input type="checkbox"/>	Unemployed/ migrant worker	<input type="checkbox"/>
Less than \$2	<input type="checkbox"/>	Less than \$1/ Unskilled	<input type="checkbox"/>	Less than \$1/ Unskilled/ indebted	<input type="checkbox"/>
Low education/ Primary only	<input type="checkbox"/>	Burmese literate/ No education	<input type="checkbox"/>	No education/ Burmese illiterate	<input type="checkbox"/>
Family prone to sickness	<input type="checkbox"/>	Community Prone to outbreaks	<input type="checkbox"/>	PLDD (Person/ people Living w/ Disease and/or Disability)	<input type="checkbox"/>
35-25 years	<input type="checkbox"/>	25-15 years	<input type="checkbox"/>	Under 15 years/ Over 50 years	<input type="checkbox"/>
Woman	<input type="checkbox"/>	Ethnic and/or religious minority	<input type="checkbox"/>	Woman + Minority (and/or IDP/Refugee)	<input type="checkbox"/>
Disadvantaged (Poor)		At Risk/ Threatened (Poorer)		Vulnerable (Poorest)	

3.2 Guiding Questions

Based on **checked criteria only** from the rapid assessment check box, please draft key questions to ask the informant(s) which will help to verify and document basic information related to only the criteria checked, and should be limited to 2-3 maximum per criteria checked. Questions should serve to 'rapidly' validate and document 'checked' criteria responses only. More in depth exchanges are organized using inclusive, participatory and interactive approaches as part of baseline, needs assessments and other planning/ outreach activities during pilot or project inception period. **Questions should be tailored taking into account cultural norms and sensitivities.**

Location	•
Community	•
Access	•
Assets	•
Family	•
Food security	•
Employment	•
Income	•
Education	•
Health	•
Age	•
Gender / Identity	•

3.3 Respondent(s) Information and Answers

Type of Respondent (check <input type="checkbox"/>)		Individual		Household		Focus Group		Other	
Name of Respondent(s) ¹		Gender (in case of HH or FG; list by M/F)		Ethnicity/ Religion		Age(s) (average or range)		PLDD (If applicable)	
Head of Household or group name		Gender; Age; Head of HH or group	•	How many family / group members		Key person Contact info		Role/ position or type of group	

Location	•
Community	•
Access	•
Assets	•
Family	•
Food security	•
Employment	•
Income	•
Education	•
Health	•
Age	•
Gender Identify	•

¹ Confidentiality and preferences for anonymity should be cleared and agreed with the respondent(s) at time of interview

3.4 Summary and analysis

Disadvantaged		At risk/ Threatened		Vulnerable		Other/ Not applicable	
Criteria	Key Findings			Key Recommendations			
Location; Community	•			•			
Access; Assets; Family;	•			•			
Food Security	•			•			
Employment; Income	•			•			
Education & Health	•			•			
Age	•			•			
Gender/ Identity	•			•			

In signing below, the interviewer testifies the information is truthful, accurate and unbiased and was collected using 'Do No Harm', Conflict Sensitivity and with Informed Consent of the respondent.

Date		Name of Interviewer		Position		Signature	
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