ANNEX 2: OXFAM'S LEARNING JOURNEY IN GENDER AND RESILIENT DEVELOPMENT

Oxfam defines resilience as 'the ability of women and men to realize their rights and improve their wellbeing despite shocks, stresses and uncertainty'. Oxfam's Framework for Resilient Development[1] recognizes that the contexts we work in are increasingly characterized by natural and human-made risks, widening inequalities, rapid demographic change, and more frequent environmental and weather-related shocks and stresses linked to climate change.

Oxfam believes that resilient development is only possible when gender-based inequalities are transformed and women and men can fully enjoy their rights.[2] Reducing vulnerability requires more than technical solutions; it calls for a redistribution of power and a commitment to tackling the many forms of inequality that are on the rise.

However, despite significant progress in advancing gender equality globally, there are still barriers to women's representation and meaningful participation in the public spheres of work and politics. As stated in the 2020 Global Gender Gap Report of the World Economic Forum, 'projecting current trends into the future, the overall global gender gap will close in 99.5 years'.[3]

Gender justice and women's empowerment form a key pillar of Oxfam's Framework for Resilient Development. Yet in practice, much of Oxfam's resilience programming has made only limited attempts to achieve systemic change by actively challenging and changing discriminatory social norms, practices, laws and behaviours – hence limiting its ability to achieve transformational change. **A knowledge gap exists on how to systematically contribute to gender transformation that goes far beyond a 'female headcount' approach and effectively addresses the root causes of gender inequality**.

To address this gap, in December 2017 Oxfam's Resilience Knowledge Hub (RKH) launched its first 'Gender Justice in Resilience Challenge' to promote learning within Oxfam on how to integrate gender justice into resilience programming. This resulted in the publication of Gender Justice in Resilient Development: Sharing programme learning from Africa, South Asia and Central America,[4] a compilation of case studies on good practice from 19 countries.
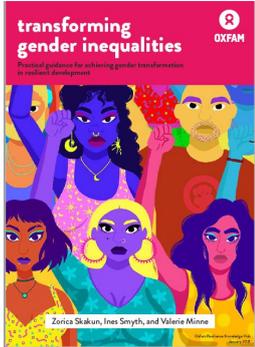
Based on that initiative, in early 2019 the RKH launched a 'feminist and participatory action research' to capture more learning and evidence from Oxfam's work in this area. This research explored interlinkages between gender justice, gender transformation and resilient development, both in theory and practice. It had three outcomes:

- The **First Phase Synthesis Report** (an internal Oxfam report) presents findings from the initial phase of the research, which explored the conceptual foundations that link gender justice, gender transformation and resilient development, and how this understanding is applied in practice in Oxfam. The research was based on a literature review, survey and interviews with stakeholders across the Oxfam Confederation and selected flagship resilience programmes in Cuba, Senegal, Bangladesh and Ghana. The report sheds light on the significant advances in Oxfam's resilient development programming and explores areas for improvement in scaling-up a gender-transformative approach.
- **Transforming Gender Inequalities**, a practical guide[6] that encourages practitioners to address broader structural inequalities and power imbalances to achieve gender

transformation and resilient development. The guide provides insights on how the dual goals of gender transformation and resilient development can be simultaneously promoted through a better understanding of key concepts and the adoption of more systematic outcomes and approaches. It also aims to bring together a variety of different discourses, practices and tools that are already in use across the Oxfam Confederation. Its target audience is Oxfam staff and partners, advocates and influencers, and others working at the frontline of social change.

- **Gender-Transformative Resilience Programming: Experiences from Bangladesh and Myanmar** (this report), which presents findings and insights from two in-country learning journeys.

Gender and resilient development: a timeline of Oxfam's learning outcomes

2017	2018	2019	2020/21
Gender Justice: Enabling the Full Performance of the System[7] aimed to complement Oxfam's Framework for Resilient Development,[8] by helping Oxfam staff understand the importance and implications of gender-mainstreaming initiatives that work to achieve resilient development.	The 'Gender Justice in Resilience Challenge' brought together evidence of good practice from 19 countries, resulting in the publication of **Gender Justice in Resilient Development: Sharing programme learning from Africa, South Asia and Central America**.[9]	The **First Phase Synthesis Report** on the RKH's feminist and participatory action research was finalized. This focuses on gender transformation and includes a literature review and analysis of resilience flagship programmes in Cuba, Senegal, Bangladesh and Ghana.	**Transforming Gender Inequalities: Practical guidance for achieving gender transformation in resilient development.**[10] describes how to use the Transformative Leadership for Women's Rights (TLWR) framework for gender-transformative resilience programming
	Gender Equality and Resilient Development: Evidence from Oxfam's Resilient Development Portfolio identifies where, how and why Oxfam's approach to resilient development has created impact.		This **research report** describes in-country learning journeys in Bangladesh and Myanmar, to share learning on how resilience programmes can achieve gender transformation.
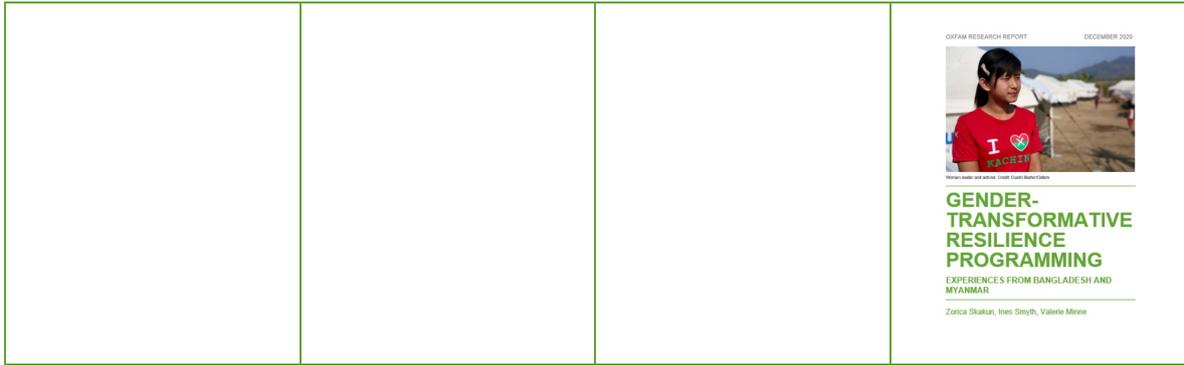
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1 Oxfam. (2016). The Future is a Choice. Oxfam's Framework and Guidance for Resilient Development. H. Jeans, S. Thomas and G. Castillo. https://policy-practice.oxfam.org.uk/publications/the-future-is-a-choice-the-oxfam-framework-and-guidance-for-resilient-developme-604990

2 Oxfam. (2017). Gender Justice in Resilience: Enabling the full performance of the system. S. Sotelo Reyes. https://policy-practice.oxfam.org/resources/gender-justice-in-resilience-enabling-the-full-performance-of-the-system-620376/

3 World Economic Forum. (2019). Global Gender Gap Report 2020. http://www3.weforum.org/docs/WEF_GGGR_2020.pdf

4 Oxfam. (2019). Gender Justice in Resilient Development: Sharing programme learning from Africa, South Asia and Central America. V. Minne, S. Sotelo Reyes and L. Doumenjou. https://www.google.com/search?client=firefox-b-d&q=Gender+Justice+in+Resilient+Development%3A+Sharing+programme+learning+from+Africa%2C+South+Asia+and+Central+America

5 The research explored practice in Oxfam flagship resilience programmes in Cuba, Bangladesh, Senegal, Ghana and Myanmar.

6 Oxfam. (2021). Transforming Gender Inequalities: Practical guidance for achieving gender transformation in resilient development. Zorica Skakun, Ines Smyth and Valerie Minne.

7 Oxfam. (2017). Gender Justice in Resilience: Enabling the full performance of the system. Op. cit.

8 Oxfam. (2016). The Future is a Choice. Oxfam's Framework and Guidance for Resilient Development. Op. cit.

9 Oxfam (2019). Gender Justice in Resilient Development: Sharing programme learning from Africa, South Asia and Central America. Op. cit.

10 Oxfam. (2021). Transforming Gender Inequalities: Practical guidance for achieving gender transformation in resilient development. Zorica Skakun, Ines Smyth and Valerie Minne. Op. cit.