



Gender Mainstreaming in Compass

Community Partnerships to Strengthen Sustainable Development (Compass) Program

Given the identified gender gaps, Compass developed a gender mainstreaming strategy focusing on USAID's gender equality domains. Considering the stipulated strategies, Compass took practical initiatives to increase the participation of women in its critical programmatic interventions such as training, workshops, awareness campaigns, and developing scopes for economic endeavors. Compass integrated standard and custom indicators in the gender monitoring system to measure its progress regularly. In all program design and implementation stages, gender issues remain a significant focus area.

Compass Gender Mainstreaming Strategy

We implementing the strategy to

- I Increase youth and women's participation in forest conservation;
- II Expand women's access to jobs and accelerate access to income opportunities;
- III Promote youth and women's participation in decision-making at various levels;
- IV Develop leadership opportunities.

What we do

- Under the Youth Conservation Corps (YCC) training curriculum, we included gender equality modules and integrated principles of gender equity into the whole curriculum and training methodology. We ensured an enabling environment within the training facility where the trainees felt safe expressing their opinions, confident in making decisions, and believed in equal opportunities at every step of their lives. We facilitated women's leadership and participation in all the YCC Youth Conservation Network interventions, including community-based environmental conservation initiatives.
- We actively addressed alternative income generation and market linkages; promoted women's leadership and participation in community-level institutions; encouraged women's participation in decision-making; advocated for sharing workload and worked towards reducing GBV.
- We considered gender-related questions as an integrated mechanism during the implementation of any study—we collected existing data through disaggregation by sex. Compass used a gender lens to ensure meaningful representation while developing reports, documents, and communication materials.

Key results


Through YCC,
Compass enhanced

44% of **WOMEN**
ACCESS

to private sector jobs and entrepreneurship

By Offering

- Residential training
- Internship



42% **LEADERSHIP**
POSITIONS
ENSURED

30
POSITIONS
AMONG
72

In the forest conservation community-based organizations in Bandarban through advocacy and raising community awareness.



10 Male
Gender Champion

From 10 indigenous communities in Bandarban, Compass, in concurrence with community groups, selected 10 male gender champions (Shamyo Shohayok) to increase men's engagement in reducing GBV in the communities.





ENHANCED

48% of **WOMEN'S**
LIVELIHOODS

through alternative income-generating activities

- Poultry Rearing
- Homestead Gardening

Input and establishment support provided to reduce their dependency on the forest.



Stories from our participants

Tobiba: Breaking the silence around menstrual health



When Tobiba Khanom arrived at the YCC training facility, she was uncomfortable discussing her menstrual health with anyone. "We did not talk about it", mentions Tobiba. Soon, the female YCC officials gathered all the girls and oriented them on menstrual health and hygiene basics. Eventually, Tobiba and all her friends took classes on gender, sexual and reproductive health, and water, sanitation and hygiene.

The classes were interactive; all boy and girl trainees were shy at first. Later, they started participating in discussions.

"Menstrual cycle is a natural process, and there is no shame in discussing it and seeking help as necessary." says Tobiba.

She believes that opening up about menstrual health issues and the supportive environment helped her to stay focused on the training. Tobiba, trained in nursery and agriculture, runs her online nursery and sells plants nationwide.

May Hla: Woman in Conservation



May Hla Prue Marma is a Youth Conservation Volunteer (YCV) of Compass's FLR program in Bandarban. May Hla, a YCC graduate, has shown outstanding leadership in actively engaging her community in restoring the Tulachhari Para Village Common Forest (VCF). The VCF is facing degradation and drought, resulting in reduced biodiversity. May Hla joined FLR's restoration work and received a variety of training.

She identified 27 hectares (ha) area for landscape restoration. With tremendous effort, she climbed the area's highest hill, Chambratong, and identified an area that combined different land classes (a parcel). It was the largest parcel for CHT-FLR. She then supervised her community to plant more than 17 thousand seedlings at 36 parcels. As acknowledgement, the VCF Executive Committee (EC) selected her as an EC member. As a YCV, She also runs awareness campaigns in her community on nature conservation, gender roles, and gender-based violence.

For more information, contact

 info@compass-bd.org  +8801796662956  www.usfsbd.org

DISCLAIMER: This product is made possible by the support of the American People through the United States Agency for International Development (USAID). The contents of this report are the sole responsibility of Compass and do not necessarily reflect the views of USAID, U.S. Forest Service or the United States Government.