



Leading the way in gender equality in Guatemala

Location:
Guatemala

Partners:
CONRED

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Participation of women in CONRED's local coordination units
Photo credit: CARE Guatemala

Manuela Ixquier, Community Leader
Photo credit: CARE Guatemala

By 2022 80% of CONRED's programmes incorporate the gender approach and there will be 35% participation of women within CONRED's regional coordination units.

Guatemala is highly vulnerable to disasters. Women, compared to men, suffer disproportionately from these disasters due to challenges in equal rights and opportunities. Gender equality is therefore fundamental to achieve effective integrated risk management. CONRED, the office of the National Coordination for Disaster Reduction, whom is responsible for preventing, reducing and responding to disasters, introduced a Gender Equality Policy in 2016 to mainstream gender equality across all aspects of their work.

Having a gender equality policy in place is important, however making sure it is implemented is another challenge. Therefore, in 2017, PfR worked with the gender unit at CONRED to develop a monitoring and evaluation system to measure the implementation and results of the policy. Working together in a participatory process, involving inputs from the focal points for gender within each of CONRED's units, together with technical advice from PfR and an external consultant, a 5-year M&E system was agreed. This includes quarterly and annual monitoring of important indicators such as: by 2022 80% of CONRED's programmes incorporate the gender approach and there will be 35% participation of women within CONRED's regional coordination units.



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Participation of women in CONRED's local coordination units which has a target to reach 35% by 2022.
 Photo credit: CARE Guatemala

“The M&E System will keep the Gender Equality Policy alive and staff will feel committed to incorporate gender equality as a cross cutting theme.”

*Karen Quiroa, Director
 CONRED's Gender
 Unit*

The M&E system for the gender equality policy has the potential to not only be replicated by other government departments in Guatemala, but also other countries in the region. PfR is currently in discussion to integrate an M&E system into the Regional Policy of Gender Equality and Equity, applied by the 6 countries in the region who are part of the Central American Integration System - SICA.

Such developments would have far reaching consequences in terms of contributing to the attainment of equal rights and opportunities between men and women across Guatemala and in the wider region.

The long-term impact to achieve with this system is that women, specifically from rural and indigenous areas, increase their resilience if gender equality is mainstreamed, monitored and evaluated in policies, plans and work strategies of state institutions in Guatemala and other countries in Central America.

