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US CORAL TRIANGLE INITIATIVE (CTI) SUPPORT PROGRAM

PROGRAM INTEGRATOR GENDER ACTION PLAN

NOVEMBER 2010



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The views expressed in this document do not necessarily reflect the views of the **United States Agency for International Development** or the **United States Government**.

Cover Photos (L-R)

Girl with fish catch in Kei Islands (WWF Indonesia)

Fisherwoman at sea in the Philippines (Fish Project)

Woman making a fish cage in the Philippines (Fish Project)

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I. INTRODUCTION

I.1 Background

The Coral Triangle Initiative (CTI) is a multilateral partnership founded on the commitment of the six Coral Triangle countries to safeguard coastal and marine resources and communities. Despite increased investment and efforts by governments and organizations to improve management, the condition of the resources continues to decline. Coral reefs and fisheries, the source of invaluable ecological and socioeconomic benefits, are being subjected to increasing threats from population growth in coastal areas, overfishing, and changes in oceanographic conditions, including increase in sea surface temperature and ocean acidification, resulting from climate change.

Regional commitment and cooperation is expected to catalyze, expand, and sustain national and local-level implementation efforts through the CTI Regional Plan of Action. Within the broad framework of the CTI Regional Plan of Action, the six countries have developed National Plans of Action, and are working together to identify and implement those actions that require regional cooperation. CTI thus encompasses a distinctively regional approach, building on country-driven priorities and actions.

The US CTI Support Program represents the US Government's commitment to support the efforts of the six Coral Triangle countries (CT6) Indonesia, Malaysia, Papua New Guinea, Philippines, Solomon Islands and Timor-Leste plus two additional countries, Fiji and Vanuatu. The Program is composed of team members from USAID, the US State Department and the National Oceanic and Atmospheric Administration (NOAA), and projects funded by these entities. USAID RDMA serves as the program lead and provides overall management of the program in coordination with USAID Washington D.C. and other key USAID missions in the Philippines and Indonesia, as well as the U.S. State Department. RDMA supports implementation through the Coral Triangle Support Partnership (CTSP) implemented by a consortium of NGOs composed of the World Wildlife Fund (WWF), The Nature Conservancy (TNC), and Conservation International (CI). The U.S. Department of State supports the CTI Regional Secretariat in Jakarta, Indonesia through a grant provided to the NGO Consortium and managed by TNC.

As part of the US commitment to CTI, in September 2008 RDMA launched the US CTI Support Program Integrator (PI) as an overall support mechanism for USAID's CTI related activities. The PI assists the US CTI Support Program by coordinating consolidated planning and reporting, facilitating adaptive management, and providing strategic technical support to the region. The overall objective of the PI is to facilitate a unified USG response to the CTI and regional exchange among all CTI stakeholders to assess status and needs and share lessons learned.

As a part of the first Annual Planning and Coordination meeting undertaken in Denpasar, Indonesia in July 27-29, 2009 the US CTI Support Program team members agreed to develop a common Results Framework and Indicators in order to promote consolidated and integrated planning, programming and reporting. Based on the outcome of the meeting, PI realigned its own activities previously identified under contract by Program Area and Tasks to the new framework based on a subset of RPOA goals. The PI's new reporting structure presents PI's coordination and administrative support under Program Support Results section and describes its technical results against the Program Results Framework and its four related Results and subsets of Intermediate Results.

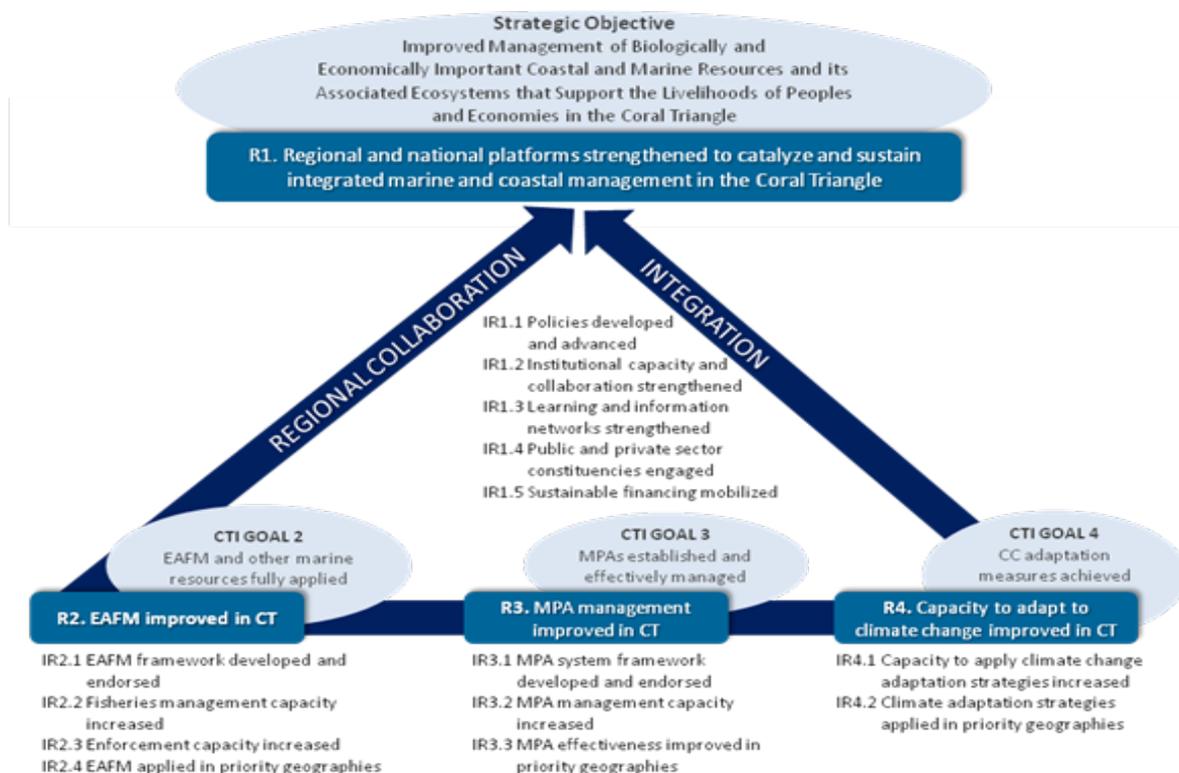
The PI supports USAID in ensuring effective coordination strategies and mechanisms are in place to maximize technical impacts and facilitate the development and communication of a unified USG contribution to the CTI that is technically sound, culturally appropriate, and gender-sensitive. The

four results statement under the US CTI Support Program Results Framework focus program activities towards the following goals:

- Regional and national platforms strengthened to catalyze and sustain integrated marine and coastal management in the Coral Triangle;
- Ecosystem approach to fisheries management improved;
- Marine protected area management improved in Coral Triangle countries, and
- Improved capacity to adapt to climate change in Coral Triangle countries.

These result statements match three of the five goals under the CTI Regional Plan of Action and capture the outcomes and impacts of activities over the life of the program. The Results Framework is presented in Figure I. below.

Figure I. US CTI Support Program Results Framework



I.2 USAID Gender Requirements

In 2010, USAID updated its Automated Directives Systems (ADS) gender programming requirements to reflect the Administration’s core commitment to gender equality and women’s empowerment. The updated ADS reinforces the importance of gender analysis for its role in informing the design of strategies and programs to deliver better results. One of the priorities is to help promote greater institutionalization of a gender perspective throughout all USAID programs.

USAID's approach to gender integration is based on gender analysis which is built around two key questions:

- How will the different roles and status of women and men within the community, political sphere, workplace, and household (for example, roles in decision-making and different access to and control over resources and services) affect the work to be undertaken?
- How will the anticipated results of the work affect women and men differently?

Gender analysis is now mandatory for the design of strategic plans and assistance objectives. Gender analysis continues to be mandatory for projects/activities and attention to gender issues in the procurement process has been significantly strengthened. Technical officers are required to integrate the findings of gender analyses into all aspects of a proposed project. Technical evaluation criteria of all procurements must address gender issues so that contractors and grantees can be held accountable for their ability to impact gender inequalities. Performance management systems and evaluations at the assistance objective and project/activity levels must include gender-sensitive indicators and sex-disaggregated data

These strengthened requirements provide USAID technical officers with a very powerful tool to identify and take gender inequalities, roles and relationships into account, leading to more effective and sustainable development. ADS Gender Requirements can be located in the following sections:

- High-level Planning (ADS 201.3.9.3);
- Project/Activity Planning (ADS 201.3.11.6);
- Project and Activity Procurement (ADS 302.3.5.15 for contracts and ADS 303.3.6.3c for grants and cooperative agreements); and
- Project and Activity Monitoring and Evaluation (ADS 203.3.4.3).

I.3 Supporting Gender Integration in the CTI

The PI is committed to promoting gender equity and equality in its programming in the CT through the application of gender analysis and integration. Sustainable coastal and marine zone management requires a clear understanding of the differences and inequalities between women and men because their needs and interactions are often quite different in relation to aquatic and related resources. Access to and control over these resources, the resulting benefits, and related decision-making are often differentiated by gender. Female resource users often possess different knowledge about marine, coastal, and estuarine biodiversity than men. For example, in many countries, it is mostly women who are engaged in inland fishing. Further, marginalized groups are often short-changed in resource use patterns, access to land, natural resources, equipment, labor, capital, outside income, and education. Unequal distribution and access to coastal and marine resources remains a significant concern in effective coastal zone management in developing countries.¹

Although the CT Regional Plan of Action makes reference to human equity, social resilience, community based approaches and a commitment to addressing the economic, social and ecological drivers of marine and coastal management and conservation, explicit reference to gender or women is made only as part of the Goal 2: Ecosystem approach to management of fisheries (EAFM) and other marine resources fully applied and to only the following two targets:

- Target 2: Improved income, livelihoods and food security in an increasingly significant number of coastal communities across the region through a new sustainable coastal fisheries and poverty reduction initiative (“COASTFISH”); and
- Target 3: Effective measures in place to help ensure exploitation of shared tuna stocks is sustainable, with tuna spawning areas and juvenile growth stages adequately protected.

The broader omission of explicit reference to gender or women is not necessarily a reflection of a lack of its prioritization as an issue in the Coral Triangle as all CT6 countries are signatories to the Beijing Declaration and Platform for Action and the UN Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women. The CT6 countries undoubtedly recognize gender as one variable of many that affects marine and coastal resource management. However, the lack of consistent reference in RPOA and NPOA documents does reflect a missed

¹ <http://www.genderandwater.org>

opportunity to ensure that gender considerations are consistently integrated into planning, implementation, and monitoring and evaluation of policies, legislation, and activities. Simply raising the question of the gender implications of an activity increases awareness, sensitivity, and opportunity for women's empowerment and participation.

The PI will work to actively incorporate gender analysis and address gender integration into its programming and promote gender sensitive practices and approaches within the CT when working with the Secretariat, NCCs and Program Partners. The aim will be to not only identify and address every opportunity to increase equity and equality but to promote the practice of gender analysis as a way of doing business and encouraging its incorporation as an institutional norm. This gender action plan is organized within the framework of the PI's scope of work for the program. The plan addresses gender along various programmatic dimensions including task, result area and program mechanism and along the full activity cycle including planning, implementation, monitoring and impact analysis. The plan aims to provide a pragmatic approach that can be easily and consistently applied and implemented, maximizes impact, and serves as a model that promotes the practice of gender analysis and integration as a CT norm in pursuit of RPOA and NPOA goals.

2. GOAL AND OBJECTIVES

The **goal** of the PI's gender action plan is to promote the empowerment of women and marginalized groups in the Coral Triangle to achieve equity in the management and benefits that flow from coastal and marine resources.

The **objectives** of the PI's gender action plan are the following:

- To serve as an institutional and programmatic model for gender integration within the Coral Triangle. This will be done through application of gender analysis across all Program elements (administrative, technical and operational), activity area (by task, result and program mechanism) and in consideration of the full activity cycle (planning, implementation, monitoring and evaluation);
- To capitalize on opportunities identified by gender analyses that maximize impact towards gender equity and empowerment of minorities in pursuit of CT goals; and
- To promote a norm of gender analysis and integration in CT institutions as a function of pursuing RPOA and NPOA goals.

3. APPROACH

The PI will work with team members within the US CTI Support Program to consistently apply gender analysis across all program elements, increase the awareness of gender issues in the Coral Triangle, and maximize opportunities to promote gender equality and equity. It will work with US CTI Support Program team members and regional Partners to identify areas of synergy with planned or ongoing initiatives that promote gender equality and equity in pursuit of CT priorities.

The level of gender analysis applied will be determined by the complexity and potential impact of any activity. A sample gender and integration analytical guide is provided in Section 4, which will be elaborated upon or tailored as needed. At the very fundamental level, the PI will ask the following questions when embarking on any activity:

- How will the different roles and status of women and men affect the initiative to be undertaken?
- How will the anticipated results of the initiative/activity affect women and men differently?
- What can the PI/Program do to promote gender equity and equality as a part of this initiative/activity?

For each of its activities as appropriate, the PI will have gender related target outcomes. Overall, the program will aim for the following:

- Hiring practices that aim for a target of 50% female staff;
- A minimum of 30% female participation in all capacity building efforts including Regional Exchanges and Trainings;
- Gender considerations incorporated as a topic in the development of all CT related policies; and
- Gender considerations incorporated as a topic in the development of all CT related planning documents and agreements including PPPs, Learning Networks, etc.

3.1 Gender integration in PI Administration and Overall Programmatic Support Activities

Administrative Activities

The PI addresses gender in its staffing, procurement and award actions by promoting equity in hiring practices and integrating gender issues as appropriate in Requests for Proposal (RFPs) and Requests for Application (RFAs). The PI aims for a target of 50% female representation on its staff. In its sub-contract and sub-awards, the PI will encourage the solicitation of female candidates for work to be carried out.

Target Outcome: Hiring practices that aim for a target of 50% female staff.

Programmatic Support Activities

The PI's overall US CTI Support Program overall support activities correlate to the following four tasks as identified in the Tetra Tech ARD Task Order:

- Task 1: Coordination of USG CTI Activities and Current USG Activities in the Region
- Task 2: Coordination with Non-USG Coral Triangle Programs
- Task 3: Internal and External Communications; and
- Task 4: USAID Administrative Support.

For each of these Task areas, the PI pursues gender integration through a number of entry points with the objective of ensuring that opportunities to advance gender equity and equality in the pursuit of CT goals are identified and acted upon.

Task 1: Coordination of USG CTI Activities and Current USG Activities in the Region: The PI uses its coordination role to raise the issue of gender considerations in US CTI Support Program activities and operations as relevant and appropriate during team calls and meetings. The PI addresses gender in consolidated reporting including on the Performance Management Plan (PMP) target result information. The PMP Indicator 4. Number of people receiving USG support training in

natural resources management and /or biodiversity conservation as a result of USG assistance target results are tracked and disaggregated by gender data.

As a part of overall coordination and integration efforts, the PI will work with NOAA and CTSP to ensure gender analysis and integration are incorporated into joint activities. The PI will also work with USAID and the US CTI Support Program team to identify opportunities for synergy with other planned or ongoing USG activities. This includes reaching out to the PATH Foundation and the USAID BALANCE Project in the region.

Target Outcome: Gender analysis applied to all joint Program team activities.
Minimum of 30% female participation in all jointly implemented Program team exchanges or trainings.

Task 2: Coordination with Non-USG Coral Triangle Programs: The PI has been facilitating the coordination of CTI Partners by hosting regular conference calls, assisting with arrangements for on-site meetings, participation in development of joint communications, and other activities including information management support through the Project Map and the US CTI Support Program Portal. The PI uses its coordination role to raise the issue of gender considerations when engaging with regional Partners including the application of gender analysis as appropriate. This includes activities or areas of joint concern such as the establishment of the permanent Secretariat and the development of its related agreements; implementation of the State of the Coral Triangle being led by ADB; and planning for regional Capacity Needs Assessment to be led by Australia.

Target Outcome: Gender considerations incorporated into agreements, assessments, communiqués and other areas of joint Partner effort as appropriate.

Task 3: Internal and External Communications: The PI's communication role includes preparing materials for both USAID and the Program consumption as well as for a variety of external audiences. These communications serve not only to capture and present information on program progress and achievements but also in instances address technical needs. Information and Education Campaigns (IEC) are anticipated to take on a greater importance in Program years 3-5 with the PI taking leadership as needed. The PI will partner with its on-the-ground team members to create materials for them to deliver that raise gender awareness within Coral Triangle communities. Photos and stories will be presented in a clear and simple way to encourage modified approaches as needed, participation, decision-making, and livelihood benefits for women and marginalized groups.

As part of Task 3, the PI's communication team will apply gender analysis as appropriate when addressing content, format, audience, and distribution/access of materials. The communications team will be a conduit to promote gender analysis as an approach to gender integration and highlight success stories that reflect women in leadership positions or actively participating in coastal and marine conservation. The stories will be presented on US CTI communication materials targeting USAID, Program team members, partners, and the general public.

The PI will also undertake regular capture of lessons learned which will be analyzed and shared in reports, on the portal, and through adaptive management efforts. A gender folder will be created on the US CTI partner portal to serve as a resource for the US CTI partners in incorporating gender into their activities.

Target Outcome: US CTI Support Program Lessons Learned on Gender captured and disseminated.

Task 4: USAID Administrative Support: The PI provides USAID with gender related information and data as needed to address USG reporting requests and requirements.

3.2 Gender Integration and PI Technical Assistance

The PI gender integration approach within its technical assistance efforts are addressed below by result framework and program mechanism areas. The PI will utilize gender analysis and integration for both the activities in which it is the lead and in joint programming efforts.

IRI.1 Policies Developed and Advanced: In all Program activities with a policy component including those addressed through Regional Activity Team Exchanges, the PI will promote the usage of gender analysis as part of the development process. This includes addressing gender in research and planning activities as well as encouraging the inclusion of gender specific sections in finalized policy documents as relevant and appropriate.

Target Outcome: Gender analysis incorporated into development process of 100% of CT related policies supported by the PI.

IRI.2 Institutional Capacity: The PI will promote gender awareness and encourage the CTI Secretariat and NCCs to consistently integrate gender considerations in addressing CT priority actions. The PI will promote the institutionalization of gender analysis as a consistently applied approach in CT administrative and operational planning and implementation. This includes supporting the inclusion of gender considerations in the staffing structures of the interim and permanent Secretariat and NCCs and ensuring that gender issues are deliberated and incorporated into hiring, financing and other agreements. The PI will also encourage the Secretariat to take a leadership role in promoting gender equity and equality as an issue. This includes promotion of women's participation in CT events; support of activities that raise awareness and positively impact women's role in coastal and marine management and conservation; and advocating for the greater inclusion of gender considerations and consistent application of gender analysis in pursuit of CT goals.

Target Outcome: Gender analysis incorporated into development process of 100% of CT related planning documents and agreements supported by the PI.

IRI.3 Learning and Information Networks Strengthened: The PI is supporting the development of a CT Learning Network through the Coral Triangle Center and a regional Mayor's Round Table. The PI anticipates that the CT Learning Network will be based on the sharing of best practices which it will encourage to include specific lessons learned as related to gender. The PI will encourage the active participation of women in its Learning Network activities as well as the application of gender analysis in planning exercises and inclusion of specific gender components in agreements developed.

As local governments are addressing coastal and marine management issues at the front line, the PI will also actively promote the integration of gender issues in this particular work stream. This includes identifying potential areas of synergy with USAID efforts addressing gender related issues including the BALANCE project. As many government officials in the region are men, the program will work to encourage women's representation in activities and facilitate the specific address of gender in community planning, policy development and agreements formulated.

Target Outcome: Gender analysis incorporated into development process of 100% of CT related planning documents and agreements supported by the PI.

IR1.4 Public and Private Sectors Engaged: Public-Private Partnerships provide a unique opportunity to empower women economically, politically and socially. The PI is working to facilitate CT6 countries in the development of PPPs related to RPOA and NPOA priorities. As part of its strategic approach, the PI will promote gender analysis in the development of PPPs and identify specific opportunities to promote women's engagement in partnerships.

Target Outcome: Gender considerations addressed in 100% of PI supported PPP agreements as a specific element.

R2. EAFM improved in the CT; R3. MPA Management Improved in the CT; and R4. Capacity to Adapt to Climate Change improved in CT

Intermediate results for these results involve the development of frameworks, increase of capacity, and direct application in priority geographies. The PI will address gender in these Result areas with the same strategic approach it applies to Result 1 described above and programmatic Mechanisms described below. The PI will work especially closely with CTSP to ensure that regional activities maximize programmatic impact and synergy at the priority geography level including empowerment of women and minorities. It will work closely with NOAA and CTSP to promote gender analysis as a component of science based decision making which includes supporting CT Atlas efforts with the inclusion of socio-economic data.

Activities by Program Mechanism

The PI utilizes a number of mechanisms to implement its technical support including Regional Activity Teams, Regional Exchanges, and Small Grants. In Year 3, the US CTI Support Program will expand activities to promote Information and Education Campaigns as a mechanism upon the recommendation of the USAID US CTI Support Program Mid-term Review (October 2010). The below sections describe how each mechanisms will integrate gender.

Regional Activity Teams (RATs): The RATS were developed as a mechanism to integrate US CTI Support Program team activities at the regional level including Marine Protected Area (MPA) management: Life Reef Food Fish Trade (LRFFT); Illegal, Unreported and Unregulated (IUU) Fishing; and Climate Change Adaptation (CCA). In Year 3 these teams will be reformed into three Regional Activity Teams: Eco-based Approach to Fisheries Management (EAFM) team with IUU and LRFFT subsumed under it, and MPA and CCA teams.

The RATs work with other PI mechanisms to advance CT priorities. Gender is addressed on two levels: 1. Through PI participation in RATs teams and planning of RATs activities; and 2. In the implementation of RATs activities. Where the PI provides leadership to a RAT team, it will actively promoting gender analysis and integration in calls and planning activities. Where the PI is not the lead of a RAT but a participant, the PI will provide leadership in the promotion of gender analysis and integration. As the RATS works to support CT thematic working groups, the PI will promote a norm of gender analysis as the way of doing business.

Target Outcome: CT6 Working Groups adopt Gender Analysis as a standard practice.

Regional Exchanges: This mechanism is used for various ends including capacity building, policy development, and activity planning – often in combination. Gender analysis and integration is applied at two levels 1. The planning of the exchange and development of its content and 2. The implementation phase of the Exchange. During the planning phase, the PI works very closely with the Program team, CTI Secretariat and NCCs to identify the most appropriate candidates based on anticipated outcomes of the exchange and impact. Participants are selected to ensure a balance of representation across multiple variables including country and gender. Facilitators are coached on cultural differences and power dynamics that often affect participation of groups that are traditionally disempowered such as women, minorities and youth. They are also provided guidance on how to address these differences to ensure respectful and equal participation. During exchanges, facilitators

ensure through participation and content that gender is addressed. Policy development and action planning activities incorporate gender analysis as a component of discussion and CT6 participants are encouraged to explicitly address gender analysis and integration in the content of these and other products.

Target Outcome: At least 30% of all participants in regional exchanges are female.

Small Grants: The small grants mechanism is used to advance CT goals through catalytic opportunities building on the outcomes of regional exchanges or other activities. Gender analysis and integration is applied at the administrative and operational levels as well as through technical implementation of the grant. Prospective grantees are required to address gender considerations in the application process and in the negotiation process work with the Small Grants Manager to explore and address additional opportunities to promote gender equity and equality. During the technical implementation of the activities, the grantee provides updates on overall progress including gender implementation and provide data and source documentation towards targets in the PI PMP.

Target Outcome: At least 30% of all participants in grant supported trainings are female.

Information and Education Campaigns (IEC): The USAID US CTI Support Program Mid-term Review encouraged the application of IEC campaigns to promote awareness of the CTI and its priorities. The PI will promote gender analysis and integration into IEC planning and monitoring and evaluation. IEC initiatives provide a unique opportunity to rapidly reach large populations. Gender analysis will be used to feed into both targeting and messaging of information. The PI will make a concerted effort to measure impact of campaigns on multiple variables and populations including women and traditionally marginalized groups.

3.3 Monitoring and Evaluation

The PI undertake various levels of monitoring and evaluation both to feed into an overall approach of adaptive management and to fulfill USAID contractual and reporting obligations. The US CTI Support Program disaggregates PMP targets for Indicator 4 by gender and provides progress updates on a semi-annual basis. The gender analysis and integration process in itself encourages a constant review of impact and outcomes that feeds into decision making. Applications of gender analysis and integration processes are captured in meeting notes, planning documents and through activity outcomes and products. Evaluations of major initiatives such as IEC campaigns will include a gender lessons learned component that will be shared as appropriate with the program and broader partners through the Portal, Learning Networks and other activities. The PI will report on gender accomplishments and lessons learned as part of its semi-annual reporting process.

Target Outcome: Lessons learned for major activities and initiatives are captured and disseminated. USAID semi-annual and annual reports will include a discussion of achievements, challenges and corrective actions as related to gender.

4. GENDER ANALYSIS AND INTEGRATION GUIDE

USAID's approach to gender integration is based on gender analysis which is built around two key questions:

- How will the different roles and status of women and men within the community, political sphere, workplace, and household (for example, roles in decision-making and different access to and control over resources and services) affect the work to be undertaken?
- How will the anticipated results of the work affect women and men differently?

Below are simplified components of a gender analysis:

1. Analysis of sex-disaggregated data and information
2. Assessment of roles and responsibilities/division of labor
3. Consideration of access to and control over resources
4. Examination of patterns of decision-making
5. Examination of the data using a gender perspective (i.e., in the context of women and men's gender roles and relationships)

The United Nations Development Programme synthesizes the steps of gender analysis in this way:

(1) Sex-Disaggregated Data + (2) Analysis + (3) A Gender Perspective = Gender Analysis

In general, all gender analysis approaches should examine representation of men and women in a particular sector (e.g., education, health, or economic growth), how resources are distributed, and why these differences exist. It may also be useful to examine the historical and contemporary social context relevant to the specific sector to understand gender differences.

The following are steps and related questions that should be applied to each activity or initiative as appropriate. Questions should be adapted or modified as necessary and relevant to a particular subject or context.

1. Analysis of Sex-Disaggregated Data and Information

- Review any sex-disaggregated data relevant to the specific technical sector's proposed project or activity.

2. Assessment of Roles and Responsibilities/Division of Labor

- Consider men's and women's roles and responsibilities in relation to formal and informal employment, community participation, local/community politics, family and household roles, etc.
- Where is there greater participation of women or men? What are the reasons for this?
- What are the barriers to an equitable division of labor and equal opportunity?
- Where do opportunities or entry points exist to encourage an equitable division of labor and equal opportunity?
- What different roles do boys and girls play within the household and community? How might this affect their access to education, health care, etc.?

3. Consideration of Access to and Control over Resources

- Who has access to and control of resources and services?
- It is important to distinguish between the concepts of access and control when examining how resources are allocated between women and men. Access means a person or group can use a resource (e.g., land to grow crops), while control means that a person or group can make decisions about who uses or disposes of a resource (e.g., selling land and gaining the profits).
- Look at the assets that men and women have, including human capital assets (e.g., education), financial assets, natural assets (e.g., land), and social assets (e.g., social networks, time).

4. Examination of Decision-Making Patterns

- In what decision-making do men and women participate? Analysis can include the national, community, and household level.
- Look at any constraints to decision-making. In some contexts, there may be formal constraints on women to participate in decision-making, while in others, the impediments may be de facto. Analyze and discuss how women and men are actually participating in decision-making. Such an analysis should include not only who is present when decisions are made but also who has actual power over the outcomes of the decision-making process.

5. Examination of the Data Using a Gender Perspective

- The use of a gender perspective means not simply presenting sex-disaggregated data but interpreting the data by considering the differences between men's and women's needs, priorities, responsibilities, status, perspectives, strengths, activities, opportunities, and constraints, among many other factors, over both the short and long term. Using all of the information collected from steps 1-4, it becomes possible to compile a comprehensive picture of the gender roles, responsibilities, and relations in a particular country, community, or project.
- Within the context of any particular development problem, such gender-related data is essential to defining linkages between cause and effect and deciding how specific development goals will be achieved. The gender analysis conducted at the country strategic plan level may require further refinement, including the gathering of more data, as USAID technical officers transform the strategic plan into Assistance Objectives, Intermediate Results, projects, and activities.

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