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Gender Integration Workshop

USAID/RDMA – November 2012

Gender Equality and Female Empowerment: Agency Policies and Strategies



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Changes in USAID Policy Landscape

New Policies and Strategies

- **Gender Equality and Female Empowerment**
- National Action Plan on Women, Peace, and Security
- Counter-Trafficking in Persons Policy
- Gender-Based Violence Strategy
- Vision to End Child Marriage

Altered Institutional Environment

- New budget attributions for MRRs and OPs
- Seven Agency-wide indicators & required reporting in PPRs
- Global network of experts within USAID



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Gender Equality and Female Empowerment Policy

- Makes an **evidence-based** case: reducing gender gaps and empowering women and girls is vital to successful development outcomes
- Articulates clear Agency-wide **outcomes**
- Lays out clearly defined **practices**
- Spells out **organizational roles and responsibilities** with special emphasis on senior management and mission directors



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Outcomes

- Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities and services - economic, social, political, and cultural;
- Reduce gender-based violence and mitigate its harmful effects on individuals; and
- Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.



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Organizational Roles & Responsibilities

Missions

Pillar & Regional Bureaus

Other Bureaus & Offices

- Adopt or revise, and periodically update, a **Mission Order (MO) on Gender**
- Hold implementing partners responsible for **integrating** gender issues into programming, developing gender-sensitive **indicators** that measure specific gender-related goals for each activity, and consistently **reporting** to USAID on results
- Appoint a **Mission Gender Advisor**
- Be **accountable**, through the Mission Director, for implementation of the policy in Mission portfolios and staff performance plans



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Organizational Roles & Responsibilities

Missions

–Ensure that gender equality and female empowerment **objectives** are integrated into the Bureau’s programming, and that **solicitations and contracts** that are awarded reflect the mandated gender analyses.

Pillar & Regional Bureaus

–Develop **tools and toolkits** on best practices for gender integration in each technical sector or regional context

Other Bureaus & Offices

–Ensure that gender issues are incorporated into all **trainings** organized by the Bureau

–Have at least one **Gender Advisor** with relevant sector/regional competency



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Gender Analysis: What is it?

Socio-economic methodologies that identify and interpret:

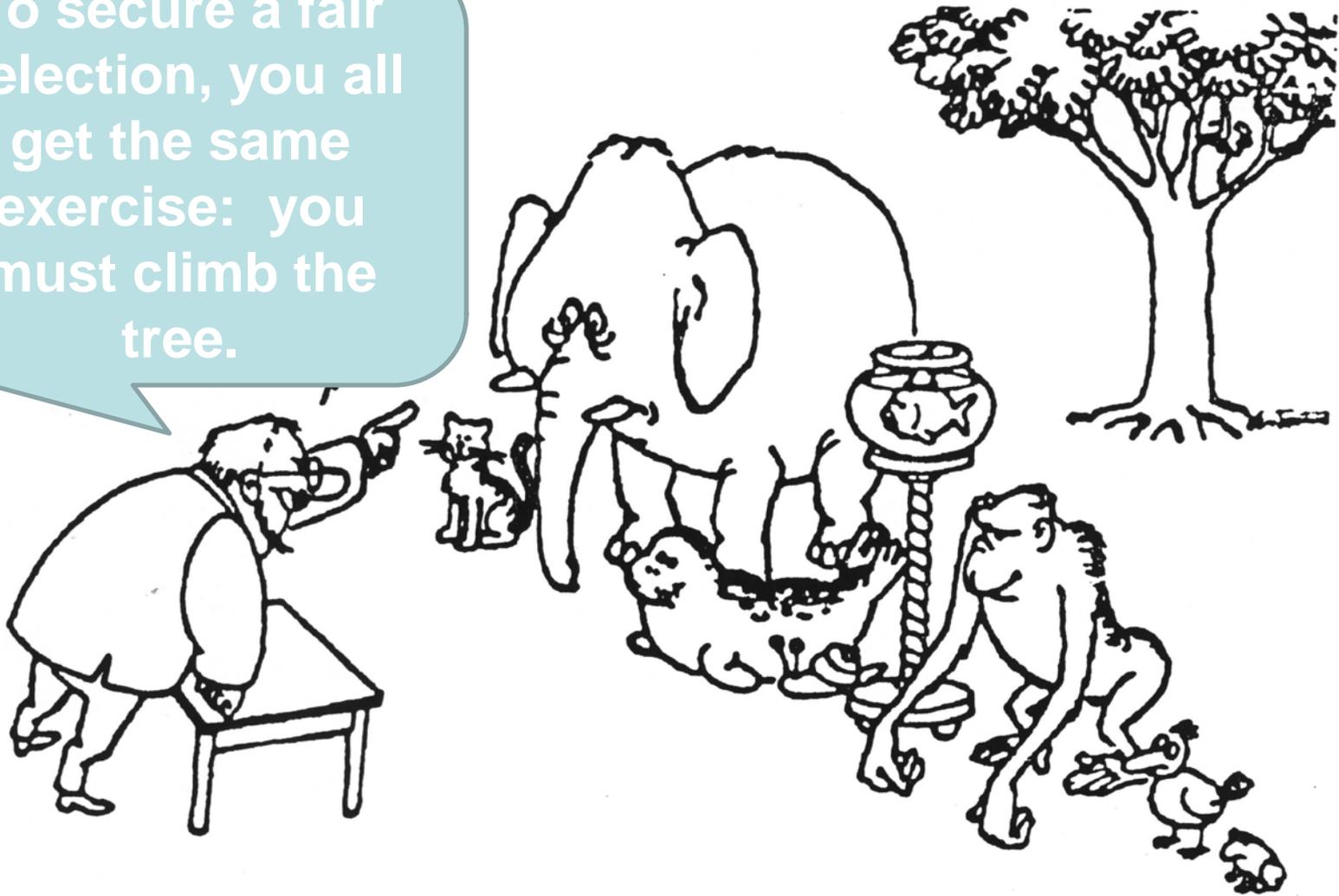
- The consequences of gender differences and relations for achieving development objectives as well as the implications of development interventions for changing relations of power between women and men.
- Includes collection and analysis of sex-disaggregated data and other qualitative and quantitative information on gender issues.
- An examination of gender disparities, differences, and relationships cannot be isolated from the broader social context.



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Equal Opportunity?

To secure a fair selection, you all get the same exercise: you must climb the tree.

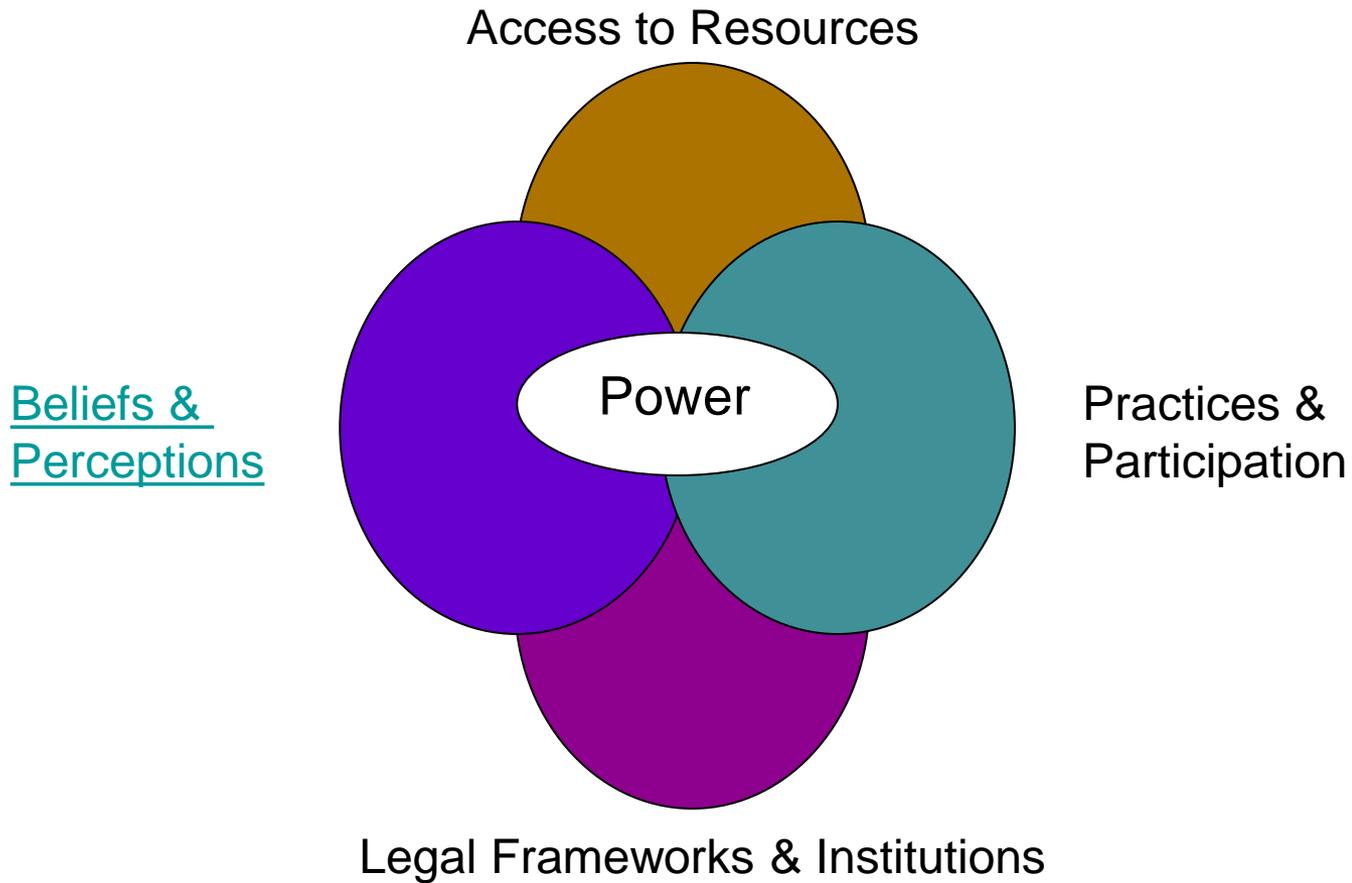




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Gender Issues Framework

Power and the 4 Domains





Primary

- Interview: individual/group
- Participatory research
- Surveys

Secondary

- National data: LSMS, Household Budget and Expenditure Surveys, DHS, Labor Force Surveys
- Published articles
- Local university & think tank working papers
- Reports by NGOs and implementing partners

Quantitative

- Analysis of basic statistical information, disaggregated by sex, about the relative status of men and women in the given sector (e.g., ratio of female/male concessions)

Qualitative

- Analysis of qualitative studies that shed light on reasons behind gaps



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Gender Issues Framework

- Identify the **level** the project will target:
 - International bodies and agreements
 - Regional platforms, frameworks, organizations
 - National action plans and policies
 - Sub-national government units
 - Communities
- Focus on the target **context**:
 - Specific region(s), country(ies), ethnic group(s),
- Gather **relevant** information:
 - Use conceptualized activities of the project as a guide



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Questions to Address in the Analysis

- Have any issues been identified that will impact the ability of the project to achieve its goals or prevent females and males from benefiting equally from the project?
 - If yes, how can the project be structured to ensure that they benefit equally?
 - Do the issues that were revealed require that the most overarching objectives and goals of the activity or project be re-phrased or re-conceptualized?
- Does the gender analysis suggest that without any proactive intervention, participation in and leadership of the project will be gender balanced? If not, how can the project be designed or amended to increase participation and leadership for the sex that is expected to be less well-represented?
- Are the needs of men and women in relation to this project different enough that a separate project component focusing on women (or a sub-group of women) or men (or a subgroup of men) needs to be created?



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Recommendations for Project Design

	National-level policies	Community-level projects
Stakeholder engagement	Perspective in consultations and Representation in decision-making	Adjust processes to accommodate special needs for involvement
Resource rights & tenure	Reinforce commitments to Int'l conventions and National laws & agreements	Secure rights for resource users improves stewardship
Transparent, equitable and accountable management	Accountability and redress mechanisms are designed for & accessible to men & women	Raise awareness of rights and redress mechanisms; Engage in oversight
Linking to economic growth & social benefits	EEO targets improve both gender equality and development outcomes	Target activities and align benefits with roles and responsibilities



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Implementing Mechanisms

Appropriate Language must be in Statements of Work or Program Descriptions:

- *Background and Context*
- *Scope of Work/Description of Activities*
- *Monitoring*
- *Reporting and Evaluations*
- *Technical Evaluation Criteria*



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Gender-Equality Indicators

Gender-equality indicators point out *how far* and *in what ways* development activities achieve results related to gender equality. For example, implementers could be asked to track:

- Increases or decreases in different gender gaps, e.g.
 - Increases or decreases in the female to male literacy ratio
 - Changes in the male/female economic activity rate
- Increases in absolute levels of male and female achievement, e.g.
 - Increases in the female share of local government councils
 - Increases in the share of female owned businesses
 - Increases in women's earnings



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Exercise: Gender-Sensitive Solicitation

- Review Asia Regional Sustainable Landscapes Program example
- Each table reviews their assigned section of a solicitation
- Make recommendations for including/strengthening the attention to gender
- Share/discuss in plenary
- Review model example



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Resources

- Gender Equality and Female Empowerment Policy
http://transition.usaid.gov/our_work/policy_planning_and_learning/documents/GenderEqualityPolicy.pdf
- Sector and Regional Bureau Gender Advisors
- ADS Help Document: Guide to Gender Analysis & Integration
<http://www.usaid.gov/policy/ads/200/201sab.pdf>
- Resources on Gender Analysis & Integration
http://inside.usaid.gov/EGAT/off-wid/rfp_tips.html
- Gender Integration and Mainstreaming Resources
<http://inside.usaid.gov/EE/dgst/st/index.php?q=node/160>



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Critical Take-Aways

- Addressing gender issues in development improves program outcomes.
- Gender analysis is **MANDATORY** at every stage of program planning!
- The findings of a gender analysis **MUST** inform program design.
- Help is available!