



Quarterly Report

July-September, 2004
(Fourth Quarter, FY'04)

October 29, 2004

DevTech Systems, Inc.
USAID Contract #: GEW-I-01-02-00019-00
NARRATIVE

The Women in Development (WID) IQC

Chemonics International, Inc. • Development Alternatives, Inc. • Development & Training Services, Inc. •
DevTech Systems, Inc. • Juarez and Associates, Inc. • Management Systems International/The Futures Group

The WID IQC contract is funded by the Office of Women in Development, Bureau for Economic Growth, Agriculture, and Trade, U.S. Agency for International Development



1. Background

A three-year contract to carry out this assistance was awarded to a consortium led by DevTech Systems, Inc. on September 30, 2002. The objectives of the contract are: 1) to support the efforts of EGAT/WID to further the integration of gender in all Agency policies, programs, projects, research materials, information systems and in multilateral and bilateral policy dialogue efforts; 2) to increase awareness of, information about, and skills for addressing gender issues; and 3) to provide intellectual and technical leadership in gender integration and the advancement of women in development.

2. Expected Results

Technical services provided will support USAID Missions, USAID operating units in Washington, and others (host country governments, NGOs, other USAID partners and other donors, etc.) requiring innovative gender expertise and approaches in assessment/analysis, design, implementation and evaluation of programs and projects to ensure that gender is included as a key development variable in all activities. These services will enhance the effectiveness and sustainability of USAID's development assistance by identifying and building on women's roles and capabilities and identifying and minimizing the constraints to women's participation in social, economic and political processes. Technical training on gender in USAID's various strategic focuses and sectors (economic growth, agriculture and trade; democracy, conflict and humanitarian assistance; and global health) will also be provided.

3. Project Core Activities

The Project Core Activities for the fourth quarter (July-September, FY'04) are divided into the following four parts:

- A. Activity Narrative and Task Report** – The Activity Narrative and the Task Report contain both a discussion and account of events covered during the reporting period, as well as planning for future undertakings done during the reporting period. The Task Report includes a timeframe for each event.
- B. Significant Results** – A summary of significant results accomplished to date.
- C. Project Management** – A report on what activities were accomplished to fulfill contractual responsibilities.
- D. Implementation Constraints** – A report of constraints to the fulfillment of specific contractual responsibilities, and adjustments made to the plan.

A.1. Quarterly Activity Narrative

DevTech responded to numerous requests from USAID Missions for Short-term Technical Assistance and Training (STTA&T) during the fourth quarter of FY '04. DevTech also responded to requests for STTA&T from other USAID operating units including, AFR/SD, DCHA/DG and EGAT/ENV/EET. Additionally, DevTech reviewed the Country Strategy Plan (CSP) for USAID/Bolivia and the Strategy of the Office of Sustainable Development of the Africa Bureau.

In response to requests for technical assistance from the Missions, DevTech fielded numerous consultants to conduct gender assessments and provide STTA&T. A gender assessment for USAID/Russia, which began in the previous quarter, was successfully concluded this quarter, and subsequently lead to a request from USAID/Russia for additional TA. Comprehensive gender assessments were also conducted for USAID/Paraguay, USAID/South Africa and USAID/Bolivia.

DevTech also provided sectoral technical assistance and training in the area of gender and environment. In July, DevTech fielded a three-person team to conduct a Gender Training and Assessment of Economic Development Activities within USAID/Mexico's Environment Program. DevTech also facilitated the first of two one and one-half day gender integration training workshops for Conservation International, on September 14-15, 2004.

While continuing to respond to requests from EGAT/ENV/EET, EGAT, and DCHA/DG, DevTech also completed a review of Strategy for the Office of Sustainable Development, Africa Bureau and initiated plans to provide Gender Mainstreaming Technical Assistance to USAID's West Africa Water Initiative (WAWI).

DevTech continues responding to requests for STTA&T; gender assessments and trainings that will take place during the upcoming quarter include a gender assessment for USAID/Mozambique, additional trainings for Conservation International, and training sessions for USAID Agriculture Officers.

A.2. Quarterly Task Report

1. Technical Assistance to EGAT/WID

Tasks Completed this Quarter:

1. USAID/Bolivia

DevTech employees and consultants completed a Country Strategy Plan (CSP) review for USAID/Bolivia.

2. USAID/AFR/SD

One DevTech employee and one consultant completed a Review of the Strategy for the Office of Sustainable Development, Africa Bureau.

4. Trainings and Workshops

Tasks Completed this Quarter:

1. Gender Equity and Environmental Projects' Workshop; Mexico City

The Gender Equity and Environmental Projects' Workshop (USAID/Mexico), on July 19, 2004, in Mexico City, brought together project partners from conservation programs throughout Mexico including NGOs, government agencies, and United Nations Development Program.

2. Integrating Gender into Conservation Strategies Workshop; Washington DC

DevTech designed and facilitated the first of two workshops, "Integrating Gender into Conservation Strategies", in coordination with staff at Conservation International. A second workshop will be held in October; and, a follow-on workshop, with a technical assistance component, will be conducted in the first two quarters of FY 05.

3. USAID/Bolivia

In coordination with the gender assessment, two consultants (Cultural Practice and one local) conducted a one day training session for SO, contractor, and NGO partners on how to apply the guidelines to their current and planned activities.

4. USAID/Paraguay

A half-day workshop was held for Mission staff and partners to introduce them to the concepts of gender mainstreaming and the USAID requirements.

5. USAID/South Africa

The gender assessment team led a workshop for implementing partners which covered basic aspects of a gender assessment, current ADS requirements for integrating gender in USAID projects, and facilitation of a discussion about how gender inequalities affects the implementation of the partners' programs.

Tasks Planned for Next Quarter:

1. Two half-day training sessions on gender for USAID Agriculture Officers.
2. Second session in a series of one and one-half day workshops on gender integration for Conservation International Headquarter staff.
3. USAID/Russia: As a follow-up to a gender assessment for the USAID/Russia's Country Strategy Plan, the consultant will provide practical training on how to implement the recommendations made in the report. TDY is tentatively scheduled for the beginning of the second quarter FY05.

5. Communications, Reporting and Dissemination

Tasks Completed this Quarter:

1. Submitted Quarterly Report (April-June, 2004) to EGAT/WID and the Development Experience Clearinghouse (DEC).
2. Submitted USAID/East Timor Gender Analysis

3. Submitted Gender Training Report for Conservation International's Population and Environment Program.

Tasks Planned for Next Quarter:

1. WAWI work plan and field trip report from consultant's TDY to Ghana, Niger, and Mali
2. Final Report, Study of Women's Access to Radio, USAID/Mali
3. Final Report, USAID/Russia Gender Assessment
4. Final Report, USAID/Mexico Gender Assessment and Training
5. Final workshop report of Africa Bureau Gender Trainings
6. EGAT/EIT/Energy Follow-up Monograph on Gender and Slum Electrification
7. Final Report, USAID/South Africa Gender Assessment
8. Final Report, DCHA/DG Gender Assessment
9. Final Report, USAID/Paraguay Gender Assessment
10. Final Report, USAID/Bolivia Gender Assessment
11. Quarterly Report (July-September, 2004) to EGAT/WID and DEC

B. Significant Results

The findings from the Gender Assessment conducted for USAID/Tanzania in 2003 assisted the Tanzania Mission in developing its Country Strategic Plan and design of activities. The CSP included an innovative gender mainstreaming plan, which established a Program Support Objective (PSO) to address all of its crosscutting themes, including gender. The Mission created a new position to manage the PSO and the person hired will spend 30% of her time supporting gender integration. This model represents a new approach that could be replicated by other missions.

Additionally, the Gender Assessment conducted for USAID/Russia received positive feedback and sparked a request for follow-up technical assistance to provide practical training on how to implement the recommendations made in the Gender Assessment Report to the Mission.

During this quarter, DevTech trained 38 men and 52 women in four separate workshops on gender integration. DevTech and subcontractor Cultural Practice have continued to develop and refine training materials for sectoral assistance and capacity building in the areas of agriculture, conservation, and environment. DevTech facilitated a gender and environment workshop in Mexico City and conducted a training session for Conservation International Headquarter Staff. The trainings introduced gender in development concepts, USAID guidelines for environmental and gender regulations, and techniques for integrating gender in project cycle management. As a result of these trainings, the establishment of a Gender and Environment Working Group has been planned to coordinate activities between various partners.

A cumulative result of DevTech's training programs this quarter has been the continued development of the Gender Resource CD focused on specific sectors: economic growth, agriculture, conservation and natural resource management. In addition, the CD contains resources for gender in project cycle management, indicator development, and the USAID ADS gender requirements. An updated version was distributed recently at the "Integrating Gender and Conservation Strategies Workshop," which was delivered for Conservation International Headquarters staff. As a result of an increase in requests for Gender Training, DevTech will

continue to develop comprehensive training tools, with the intention of providing interested parties with appropriate gender integration resources.

The demand for services under the Task Order continues to grow and to become more diversified. Whereas the majority of the early requests were for Gender Assessments for Strategic Planning, recent requests are increasingly sector specific and reflect the Missions' concern with implementation of the Strategic Plan and design of activities. Additionally, requests for Training have been numerous and are predicted to increase even more in the upcoming quarters.

C. Project Management

DevTech continues to respond quickly and effectively to requests from USAID for technical assistance and training. The scope and number of activities completed to date has provided a large consultant pool for fielding new requests and DevTech also continues to liaise with its subcontractor partners on many activities.

D. Implementation Constraints

Uncertainty, transition, and delay in the strategic planning process may result in a change in the type of requests received under the Task Order. Country strategies are currently on hold at the request of PPC. It may be necessary to re-assess the types of services provided under the task order and again communicate information about the services and tools to the Missions.

The Trip Reports from the gender assessments conducted during this quarter have a common thread in terms of the amount and quality of the communication and coordination with the Mission before and during the TDY. It is particularly important that the Mission and the consultants share common expectations about the purpose and deliverables of the TDY. Likewise the support and involvement of Mission staff in facilitating the consultancy and interacting with the consultants is important to the ability of the consultants to complete their work in a timely fashion.

USAID/Russia Gender Assessment Trip Report
Susan D. Somach, Consultant

Purpose: To conduct a gender assessment for USAID/Russia. To provide gender integration training to USAID staff, as needed.

Country: Russian Federation

Dates: June 20 – July 23, 2004

Team Composition and Responsibilities:

- Susan D. Somach, Team Leader – Responsible for planning and implementation of technical work on gender assessment, conducting gender integration training sessions, writing reports, debriefing USAID staff
- Elena Kochkina, Local Consultant – Assisted with gathering and analysis of local gender statistics and resources (inc. national and regional mechanisms for gender integration), participated in gender assessment meetings with USAID partners in Moscow and the regions
- Ekaterina Shlyk, Logistics/Interpretation/Local Consultant - Assisted with gathering and analysis of local gender statistics and resources related to economics and focused on the RFE, provided all logistics support in Moscow and throughout regional travel, provided interpretation assistance on an as-needed basis

Team Activities: The Team Leader traveled to Russia for five weeks for meetings, trainings, and work with local consultants. The Team conducted meetings with USAID staff, USAID implementing partners and selected other NGOs. The Team traveled to Novosibirsk, Khabarovsk, Yuzhno Sakhalinsk and Vladivostok over a period of nearly 3 weeks – with 1-3 business days in each city. The Local Consultants reviewed local resources (in Russian and/or English) and prepared background information for the debriefing and report. The Team Leader conducted a 2-hour gender integration training session for Mission staff and a 1-1/2 hour meeting on Gender and Welfare Reform with the Institute for Urban Economics, a key USAID partner responsible for monitoring the effects of planned social sector reforms.

Accomplishments: Over the five-week period, the following was achieved. (NOTE: At all meetings, the concepts of gender and gender integration were discussed. It is anticipated that the resulting increased familiarity/compliance with USAID requirements will lead to improved overall results of development activities)

- USAID staff – introduction at staff meeting, meetings with selected members of each SO teams and program office, individual meetings with selected FSN technical staff, meetings and debriefing with Program Office and gender advisor
- Individual meetings with 23 implementing partners in Moscow, meetings with selected implementing partners in the regions: 6 in Novosibirsk, 9 in Khabarovsk, 5 in Yuzhno Sakhalinsk, and 9 in Vladivostok.

- Gender Integration Training for USAID staff (2-hour session), and a specialized session on Gender and Welfare Reform for the implementing partner Institute for Urban Economics

Challenges: The Team faced challenges both in logistics and content. Here are a few:

Large Portfolio with Dozens of Partners – The USAID/Russia portfolio is unusually broad in scope and number of partners, and the country is incredibly vast with 11 time zones.

Distance and Multiple City Request – The multiple city request seemed the only way to have the assessment reflect some of the country’s diversity, but meant that a lot of time was spent traveling.

Limited Advanced Planning– Many in the Mission seemed unaware that the assessment was planned, and thus had not prepared themselves or partners for assessment meetings.

Meeting Planning – Despite the requirement for Mission involvement in meeting planning, the Mission did not have a clear idea of who should be on a “must meet” list, making it difficult to prioritize meetings and setting appointments

Lack of Data/Analysis – Although there is an increasing amount of sex-disaggregated statistics available, the statistics are usually limited by region or a narrow issue, research techniques are weak, and little of the data has been analyzed for gender differences.

Different and Politicized View of Gender – As in most post-Soviet countries, the view of “gender” is confusing to most and is wrapped in the politics of former rhetoric and strong cultural beliefs, anti-feminism vs. heightened feminist political theory, and a deep division between de facto and de jure rights.

Lessons Learned:

- Especially if the SOW requires it, the correspondence with USAID contact should include **pre-arrangements** for initial meetings (inc. gender working group), debriefing, and training sessions – and a **realistic mock schedule with a prioritized contact list**
- All Mission staff, especially front office staff, office chiefs/SO leaders, and CTOs should be **informed about the impending assessment in advance**. CTOs should inform implementing partners as well so the assessment team will not need to “cold call” them to set up meetings.
- Ideally, USAID gender contact should also be **in-country** during assessment and interested CTOs should attend assessment meetings with their partners.
- **Two local consultants** strengthen a team when they each bring something different: e.g., by technical area, by perspective of reforms (“Soviet” vs. young generation), by skill set (facts and figures vs. analysis) – as long as the Team Leader can maximize the contributions of each. In the former Soviet context, I find it especially useful to have the different perspectives, as I did in Azerbaijan and in Russia. Even though it is frustrating at times, it helps to remember how reforms may be viewed both by different elements of the power structure and by large segments of the population.

Mexico Trip Report

Country: Mexico

Dates: July 8 – 22, 2004

Purpose: Gender Training and Assessment of Economic Development Activities within USAID/Mexico's Environment Program

Team composition and responsibilities:

- Deborah Caro Gender Specialist, principal trainer
- James McNicholas, Environment and gender specialist, with primary responsibility for preparation of the final report
- Rosa Maria Vidal Conservation and gender specialist, local consultant

Brief statement about what the team did (e.g., attended meetings; interviewed x, y, z types; field trip to somewhere)

The three phases of the assessment were as follows:

- Interviews in Mexico City (July 8-9): Including representatives at the Ministries of Environment (SEMARNAT) and Tourism (SECTUR), Mexican Fund for Nature Conservation (Fondo Mexicano para la Conservacion de la Naturaleza), and Red BioPlaneta.
- Field Work, Chiapas (July 10-16): Focused on activities of Conservation International's Usumacinta River Watershed Program in the communities of the Lacandon: Frontera Corozal, Nueva Palestina, and Lacanja. The field visit coincided with assessment of Ecotourism conducted by David Hess of USAID/Biodiversity Team.
- Workshop in Mexico City (July 19): Participants included representatives from USAID, Conservation International, The Nature Conservancy, Pronatura Chiapas, World Wildlife Fund, SEMARNAT, Fondo Mexicano.

If a training course was conducted, please include the number, disaggregated by sex.

The Gender Equity and Environmental Projects' Workshop (USAID/Mexico) convened on July 19 from 9:00 – 5:00 at the offices of Texas A&M University in Mexico City. The Workshop brought together project partners from conservation programs throughout Mexico including The Nature Conservancy, Conservation International, World Wildlife Fund, Pronatura Chiapas, government agencies, and United Nations Development Program. Eleven women and ten men attended the capacity building workshop.

The level of interest, experience, and capacity of the participants was somewhat varied but overall very high. In terms of achieving the objectives of providing an initial

exchange of experience and identifying next steps, the workshop was successful. Participants were engaged and identified viable opportunities to integrate gender in and across their programs.

In terms of introducing concepts and tools for gender analysis in current programs, the time was insufficient to address these issues in depth, as noted by the participant comments.

The primary constraint to achieving this objective was the 1-day limitation of the Workshop; though other improvements can also be made to more closely achieve desired goals in future workshops. One participant suggested a 2-day workshop; others suggested fewer presentations and more interaction and exchange of ideas. In future sectoral TA/Training, the workshop should be as closely targeted to audience as possible. To do this, the organizers should access more knowledge of intended participants in workshop in terms of:

- Level within institution
- Level of experience with gender analysis
- Participant background and role in project, e.g. Biologists, Social Scientists, Administrators and their goals within the program.

Accomplishments

The Workshop brought together the major implementing partners of the USAID/Mexico Environment Program. As a result of plenary question/answer discussion in the morning and wrap-up session in the afternoon, participants proposed a series of suggestions, some which were discussed in more detail to identify concrete follow-up actions. The primary result has been the planning of a Gender Working Group to coordinate activities between various partners. The next step that has been identified is the need to integrate gender indicators into the work plans of the partners.

Trip Report**Country:** South Africa**Dates:** August 3-23, 2004.**Purpose:** Conduct a Gender Assessment for USAID South Africa**Team composition and responsibilities:**

- Deborah Rubin, Team Leader and responsible for SO4, SO9, and contributions to SO1, compiling report, and drafting front and end matter (e.g, summary, introduction, conclusions, annexes).
- Nancy Taggart, responsible for SO2, SO6, and contributions to SO1; handling many logistical issues
- Nomtuse Mbere, responsible for SO3 and the regional health program and contributions to SO1

Brief statement about what the team did (e.g., attended meetings; interviewed x, y, z types; field trip to somewhere)

The team traveled to South Africa from August 3-23, 2004. The team met with Mission staff members, USAID implementing partners, NGOs, and some local and national government officials. In addition to the initial briefing to senior staff and the debriefing on the report to mission staff, the team also led a workshop for implementing partners. The team visited field sites in the provinces of Gauteng, Northwest, Limpopo, and the Western Cape reflecting activities of each of the mission's SOs.

If a training course was conducted, please include the number, disaggregated by sex.

n/a

Accomplishments:

A gender assessment covering the mission's six strategic objectives was drafted and submitted to Mission for review. The team also led a workshop for implementing partners which covered basic aspects of a gender assessment, current ADS requirements for integrating gender in USAID projects, and facilitation of a discussion about how gender inequalities affects the implementation of the partners' programs.

Problems:

- **TDY SOW:** The SOW for the TDY was drawn from the template developed by DevTech/CP but not edited to reflect current needs of the Mission. For example, the TDY occurred so far in advance of the strategic planning process of the Mission that several of the tasks/deliverables in the SOW were not relevant to the

Mission, and the SO teams had not yet begun thinking about the steps needed to prepare for the new strategic plan. In addition, the mission had not fully informed the SO teams about the assessment or its schedule, so several teams had conflicts and/or had not prepared. Three team leaders were out of the country during the TDY (one returned prior to the debriefing, but not in time to schedule another meeting with the team).

- The Gender Focal Point (GFP) was new to her position and had little formal training or experience on gender issues. Although she attended her gender training held in South Africa in March 2004, she misunderstood some of the information provided to her through the WID OFFICE and AFR Bureau Training Team on the WID STTA Task Order and the purpose of conducting a gender assessment. The Gender Focal Point was not aware that TA other than the assessment could be provided. She was not familiar with previous assessments conducted through the task order. She was under the impression that the assessment had to be carried out ASAP or that funds for it would not have been available, explaining the rush to put the assessment into place.
- Because of the assumption that the Mission had the best understanding of its needs and that the WID Office had worked with the Mission to generate the SOW, DevTech did not realize the need to question the timing or the SOW of the TDY.
- **Scheduling and content of field visits:** While it was very helpful to have logistical support and assistance in scheduling meetings in advance of the trip, the team did not have control over its schedule in-country. As a result, the team was scheduled for and made some visits that were not essential, and other meetings with key partners were not scheduled. There was little, if any, flexibility to change the schedule. The team realized too late that many of the visits were to “women-oriented” activities and did not reflect the full scope of the mission’s programs. There was not enough time to collect and review documents in country or to schedule follow-up meetings.
- **Local Consultants:** The team lost one team member the day before departure. A local consultant who had been recommended by the Mission chose not to participate. Because of dissatisfaction with her proposed fee, she pulled out, leaving the team one member short. As a result, the 3 team members had to cover another major strategic objective themselves.

Lessons Learned:

- SOWs for TDYs should be thoroughly discussed with USAID/WID Office and the Mission to ensure that the TA is appropriate and tailored as much as possible to the unique context and needs of each Mission.
- The TDY schedule can be drafted prior to arrival, but the finalized schedule should be worked out with the team members, allowing adjustments where

needed. Trips should ensure sufficient time in country following site visits to allow for follow up questions and document review.

- In addition to the SOW template, DevTech should develop materials to guide Missions in their use of the WID Task Order for technical assistance in gender. A brief description of the types of services available and an indication of what can be done within a particular time frame is needed. A table indicating what type of TA is available at what point in the strategic planning cycle (such as is presented in the South Africa assessment) would help missions understand what they can ask for and when it is most useful to them to carry it out.
- DevTech should make its best effort to confirm the suitability of consultants recommended by Missions for TDYs.

Trip Report

Country: Paraguay

Dates: September 6 – 23, 2004

Purpose: Gender Assessment for preparation of the Country Strategic Plan

Team Composition and Responsibilities:

- Virginia Lambert: Team Leader, with primary responsibility for EG, ENV, and Health Strategic Objectives, and for the Gender Workshop
- J. Michele Guttmann: Consultant and lawyer; primary responsibility for DG SO and for drafting the report
- Sonia Brucke: Local gender expert, with important contacts in both the government and NGO sectors.

Tasks: The gender assessment involved a series of interviews with Mission team leaders and partners, with government officials involved in gender mainstreaming activities, and with leaders of NGOs and think tanks concerned with gender issues. A one-day field trip to visit several USAID field projects was organized by the Mission. A half-day workshop was held for Mission staff and partners to introduce them to the concepts of gender mainstreaming and the USAID requirements. A debriefing was held on the final day with Mission leadership and team leaders to present principal findings and recommendations.

Training: The one-half day training workshop was attended by 25 USAID program staff and partners, including 14 women and 11 men. (Agenda is attached.)

Accomplishments: The Mission was both supportive and efficient in arranging the meetings within the Mission with team leaders and other key contacts at the beginning of the TDY. These meetings were very useful in introducing the Mission to our work and in giving us an overview of their program. As we met with partners we were able to go back to the USAID team leaders for clarification and questions. The meetings during the second week with government officials and NGOs, also arranged with USAID assistance, were more useful and pointed following the USAID interviews than they would have been if we had not been clear on part of the issues of interest to USAID. We were able to talk with most of the individuals we requested and to gather good information for the assessment. The strong local consultant, the fact that the DG consultant (DG is the core of the Paraguay program) had done several previous assignments with the Mission (including the recent DG assessment), and consistent USAID support all contributed to this success.

The Gender Training/Workshop was well attended by USAID staff at all levels and by the heads of the partner organizations. The nature of the participation seemed to show a genuine interest in and commitment to the topic. There was a general complaint

however, that the workshop was too short and left people with many questions and insufficient tools. Sectoral and project specific training is needed.

At the conclusion of the TDY we felt we had successfully conveyed two messages: first, issues of gender in development are not concerned only with women; and second, paying attention to gender is important for their programs and is not a separate side topic.

Problems: The major problem, as in all the gender assessments, is the breadth and depth of material that the consultants are expected to collect, absorb, and analyze in a brief time. The report writing task is daunting even if all team members contribute.

Lesson Learned: The DG expert on the gender assessment team knows the Mission program well and recently was part of the DG assessment team. She was able to begin the gender analysis without much lead time to get to know the program, and she was able to link the recommendations in the gender assessment to the recommendations in the DG assessment. Her credibility with the Mission on gender was enhanced by her clear DG technical expertise.

The local consultant was an ideal combination of gender knowledge and contacts, with enthusiasm and interest in USAID's approach to gender mainstreaming, and was an engaged and contributing member of the team throughout. Previous experience with international donors and in international arenas (e.g., she attended the Beijing conference) were important factors. Her assistance in interpretation and background information was invaluable.

The support from the Mission is key not only from a logistical point of view but also in communicating to us and to their partners that they are taking this work seriously, and that they want to learn from it and to be able to follow up. The gender officer and others started working on the TDY before we got there. The morale and management of the Mission also affect the assessment and its utility.



**USAID/Paraguay Taller Sobre La Incorporación De Una Perspectiva De Género En Los
Proyectos**
12 septiembre 2004

Agenda

- 8:30 Bienvenida
Objetivos del Taller
- 8:45 Votar con los pies
- 9:10 Presentación de las esferas de actividad: Un marco para el análisis de género
- 10:00 Ejercicio en grupos pequeños: Aplicación del marco para el análisis de género a un caso de estudio
- 10:30 Resumen del Ejercicio. Los Proximos Pasos y El Ciclo de Proyectos.
- 10:45 Presentación sobre los requisitos de USAID para incorporar una perspectiva de género en las estrategias y proyectos
- 11:30 Clausura

Objetivos Del Taller

Objetivo General: Lograr que todos los participantes incorporen la perspectiva de equidad de género, para una mejor inclusión en las actividades de USAID.

Objetivos específicos:

1. Conocer y aplicar un marco para análisis de género.
2. Conocer como identificar las barreras y oportunidades en asuntos de género.
3. Conocer los requisitos de USAID para incorporar una perspectiva de género en la elaboración de sus programas y actividades.

Trip Report

Country: Bolivia

Dates: July 27-August 20, 2004

Purpose:

- To support the Mission to identify gender-based and cultural constraints and opportunities that may affect achievement of its strategic objectives or affect gender and social equity outcomes.
- To develop guidelines for addressing these constraints and opportunities in the design of Mission activities linked to the strategy.
- To identify strategies that increase women's and men's (especially those who are indigenous, poor, and young) participation to enhance their legal status, improve their health, increase their income, enhance their decision-making relative to more powerful groups, and support their sustainable use of resources.
- To help SO Teams to develop indicators to measure increased social inclusion

Team composition and responsibilities: Deborah Caro was responsible for reviewing the Mission's strategy or inclusion of gender and indigenous issues prior to submission to Washington for approval. A second objective was to conduct one-day of gender training for USAID staff and contractors. Beatriz Murillo, a Bolivian consultant, collected information on gender and indigenous issues from several governmental organizations and assisted with the one-day gender training. She also wrote up a report on the training in Spanish.

Team's Tasks:

- Reviewed USAID/Bolivia's draft strategy to assess how gender and indigenous issues have been incorporated, and make recommendations for how the issues identified in the strategy can be appropriately addressed in Mission activities and tracked through its PMP in order to more effectively overcome gender and social constraints;
- Worked with the Mission SO teams to identify social (especially gender-related) and ethnic constraints and structural inequalities in Bolivia that prevent women and men from fully benefiting from and participating in the Mission's program. In conjunction with the SO teams and their implementing partners identify strategies to increase participation of and benefits for disadvantaged women and men in Bolivia;
- Reviewed indicators for the Performance Monitoring Plan (PMP) to measure if the program is benefiting target groups, especially in terms of reducing social exclusion and increasing their access to services and benefits;
- Provided a day-long training session for SO, contractor, and NGO partners on how to apply the sectoral guidelines in their activities. Work with interested groups through additional T.A. to apply the guidelines to their current and planned activities.
- Provided a briefing to the Mission Senior Management Team on the Gender Requirements in the ADS and summaries of the sectoral guidelines developed with the SO teams.

Training: Twenty seven people (16 women and 11 men) attended a training workshop focused on gender and sociocultural analysis (see attached agenda). The objectives of the training were:

- 1) Become familiar and apply some gender and sociocultural analysis tools
- 2) Identify gender-based constraints and opportunities
- 3) Become familiar with the gender requirements in the ADS for incorporating gender issues into USAID policies, programs and activities
- 4) Apply a process for integrating gender into the program planning cycle

The morning was spent on learning about different domains of sociocultural and gender analysis and applying them to an analysis of a case study and then to the participants' programs. The afternoon focused on the ADS requirements and how to address them in the program cycle. Participants worked in sector specific groups: 1) Health; 2) Agriculture and Alternative Development; 3) Democracy and Governance; and 4) Microcredit, Artisan Development, and Trade. The only sector that was not represented was the environment, although the case study was based on an environmental project in Brazil. At the end of the day, participants had reworked an aspect of their respective programs and had filled out a form pledging them to a short-term commitment to follow through on an issue identified in the training.

Accomplishments:

Problems: The Mission was very busy with the visit of the Assistant Secretary of State for Latin American Affairs and with an external management review, so they had little time to meet with the consultant. An evaluation of the Title II program was also underway at the same time. In addition, as it was summer, many of the US direct hire staff were on leave or had not yet arrived. Nevertheless, the consultant was able to meet with staff from all SO teams and most team leaders, except for Environment, and members of the food security team. The consultant also was able to meet with almost all of the projects under the Health and Democracy Teams to assess progress on developing gender and intercultural approaches.

Lessons Learned:

- A great deal of gender integration is happening at the project level in health and democracy.
- There is a great deal of discussion about developing intercultural approaches, but very few concrete examples. The rhetoric does not adequately account for the challenges. There are few proven methodologies.
- There is high level governmental and USAID support for gender integration in Bolivia and a great deal of know-how at the project level, less within the Mission. All SO teams are very supportive of gender integration in their projects.

AGENDA
USAID/Bolivia Gender and Sociocultural Equity Workshop

La Paz, Bolivia August 17, 2004

- 8:30 Welcome by USAID Mission Representative
- 8:45 Workshop's goals, Norms, and methodology
- 9:00 Vote with Your Feet
- 9:45 Presentation Activity Domains for Gender and Sociocultural Analysis and work through case study in Plenary
- 10:45 Coffee Break
- 11:00 Application of Activity Domains to Projects in small groups by sector
- 11:45 Presentations by small groups
- 12:30 Exercise in Small Groups Gender and Sociocultural Constraints and Opportunities for Project Planning
- 13:00 Lunch
- 14:00 ADS Presentation/USAID Gender Requirements for Strategic and Project Planning
- 14:30 Gender and Sociocultural Integration in the Project Cycle Presentation and Plenary Example
- 15:30 Coffee break
- 15:45 Application of Sectoral Guidelines for Gender and Sociocultural Integration in the Project Cycle
- 16:45 Presentation of Findings from Small Groups
- 17:30 Identification of Next Steps, Commitments, and T.A. Requests
- 17: 45 Closing and Evaluation