



Gender Assessment for USAID/Russia

October 2004

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

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*



Table of Contents

	Page
Acronyms and Abbreviations	ii
I. Executive Summary	iv
II. Background	1
III. Gender in Russia.....	1
IV. Methodology	7
V. Conceptual Framework	8
VI. Gender Training	10
VII. Key Findings, Risks and Opportunities	11
VIII. Operational Issues and Recommendations: Action Plan	14
IX. Sectoral Recommendations	17
Annexes	
A. Scope of Work	22
B. Background on Russian Far East (RFE) Economic Development	28
C. Schedule and Contact List	34
D. Examples of Evaluation Criteria	40
E. Examples of Gender Contract/Agreement Language	41

Gender Assessment Team:

By Susan D. Somach, Gender Consultant (Team Leader/Trainer)

Elena Kochkina, Ph.D., Local Gender Specialist

Ekaterina Shlyk, Ph.D., Local Economic Development and RFE Specialist

ACRONYMS AND ABBREVIATIONS

ABA-CEELI	American Bar Association/Central and Eurasian Legal Initiative
ADS	Automated Directives System
AIDS	Acquired Immune Deficiency Síndrome
ANNA	The Russian Crisis Center
APS	Annual Program Statement
ARO	Assistance to Russian Orphans
CEDAW	Convention on the Elimination of Discrimination Against Women
CEFIR	Center for Economic and Financial Research
CIPE	Center for International Private Enterprise
CSP	Country Strategy Plan
CTO	Cognizant Technical Officer
DV	Domestic Violence
E&E	Examination and Evaluation
EGAT	Economic Growth and Trade
FSN	Foreign Service National
GOR	Government of Russia
GWG	Gender Working Group
HIV	Human Immune Deficiency Virus
IDU	Injection Drug User
IDA	Independent Director's Association
ILO	International Labour Organization
IQC	Indefinite Quantity Contract
IR	Intermediate Results
IRI	International Republican Institute
ISC	Institute for Sustainable Communities
IUE	Institute for Urban Economics
IWIWG	Inter.-agency Women's Sigues Working Group
JAR	Junior Achievement Russia
MFI	Microfinance Institution
MP	Member of Parliament
NDI	National Democratic Institute
NGO	Non-Governmental Organization
ODI	Office of Democratic Initiative
OEG	Office of Economic Growth
OH	Office of Health
PMP	Performance Monitoring Plan
PSA	Public Service Announcement
RFA	Request for Assistance
RFE	Russia Far East
RFP	Request For Proposals
RLMS	Institute of Sociology
SAA	Strategic Assessment Area
SME	Small and Medium Enterprise
SO	Strategic Objective
SOW	Scope of Work
STI	Sexually Transmitted Infection
TACIS	Technical Assistance for the Commonwealth of Independent States
TIP	Trafficking in Persons

UN	United Nations
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
USDH	United States Direct Hire
USG	United States Government
WID	Women in Development

I. Executive Summary

With awareness and commitment by United States Agency for International Development (USAID) staff and implementing partners, gender integration can improve both the results of development activities and the relative status of women and men. USAID/Russia identified relevant gender issues as part of its 2001-2002 amendment process for its 1999-2005 strategy. The purpose of the gender consultancy was to provide technical assistance to further implement the Mission's commitments to integrating gender consistent with the Automated Directives System (ADS) and the Mission's strategy.

The recommendations below are based on a review of relevant documents, in-country meetings, and training conducted from June 20 – July 23, 2004. Based on Mission priorities, the consultancy was conducted in Moscow, Novosibirsk, and three cities in the Russian Far East (Khabarovsk, Yuzhno Sakhalinsk, and Vladivostok), and concentrated on USAID staff and implementing partners.

Recommendations for improved gender integration include 1) an action plan of operational recommendations for improved gender mainstreaming in compliance with ADS gender requirements, 2) recommendations for future technical assistance and training, and 3) gender issues and opportunities identified by sector for consideration by activity managers and sector-specific teams. The assessment team presented the findings and preliminary recommendations in a final in-country briefing for Mission staff on July 21, 2004.

Operational Recommendations – Action Plan:

(see Section VIII for details)

- A. Integrate gender analysis into the new strategy/vision statement.
- B. Develop a more gender-sensitive results framework/performance monitoring plan (PMP).
- C. Include gender in all assessments/surveys, and ensure diversity of team composition and informants.
- D. Strengthen gender statements in activity approval documents.
- E. Continue to monitor gender component in evaluation criteria for Requests for Assistance/Requests for Proposals/Annual Program Statements (RFA/RFP/APS) and ensure that selection committee reviews proposals for gender capacity.
- F. Include gender language in contracts, grants and cooperative agreements.
- G. Consider gender as part of overall decision to fund unsolicited proposals.
- H. Monitor workplans and staffing for consistency with gender in proposals.
- I. Monitor reporting for compliance with requirement to collect and analyze sex-disaggregated data, and to make adjustments to programs as appropriate.
- J. Increase the mission's level of sensitivity, understanding and operational gender integration by Mission staff.
- K. Increase gender equitable staffing and operational procedures (including sexual harassment) of implementing partners and sub-grantees.
- L. Consider re-establishing a Mission gender working group.
- M. Actively participate in Embassy's Inter-agency Women's Issues Working Group.

N. Participate in/establish donor coordination on gender.

Training And Technical Assistance Recommendations

- A. Annual gender integration training.
- B. Training for implementing partners and their staff in Moscow and regionally.
- C. Sector-specific training and/or individual consultations with partners, as needed.
- D. Anti-trafficking and domestic violence programming technical assistance.

Sectoral Gender Issues/Opportunities (Summarized)

Economic Growth:

- Conduct gender analysis and monitor impacts of all economic restructuring activities (e.g., cash benefit analysis, banking, land reforms), identify regional differences in economic development.
- Increase gender sensitivity & balance in business development activities, including credit, associations, business support.
- Focus on growth of women businesses – graduating micro-businesses to small, actively recruiting women business owners to participate in business associations, and increasing the number and capacity of women in business management and ownership.
- Integrate sex discrimination and sexual harassment issues into business and Junior Achievement Russia (JAR) training.
- Track gender differences on Small and Medium Enterprise (SME) barriers and corruption, coordinate the Center for Economic and Financial Research (CEFIR) with the Institute of Sociology (RLMS) for additional regional impacts, and share information with regional chambers of commerce.
- Continue to share information between the Independent Directors' Association (IDA) and Committee 20, promote research coordination and analysis on women and business issues.
- Consider new framework for corporate social responsibility to better connect business to the needs of the community in which it operates.

Democracy and Local Governance:

- Promote gender sensitivity in media sector, especially coverage of social issues for men and women, and reduce negative stereotypes of women in business and politics.
- Support targeted women's rights & gender awareness activities in the regions.
- Complete the American Bar Association/Central and Eurasian Legal Initiative's (ABA-CEELI) efforts to coordinate the Convention on the Elimination of Discrimination Against Women (CEDAW) Assessment Tool activity and report to help Non-Governmental Organizations (NGOs) organize for and prepare a CEDAW shadow report to the Government of Russia's (GOR) next CEDAW report.

- Monitor for disparate gender impacts in access to justice, and judicial approach toward domestic violence victims.
- Encourage more client/member focus in NGOs.
- Promote men's self-help/social support activities (e.g., reducing substance abuse and violence, promoting positive parenting).
- Assist in women's political participation and issue-based campaigns.
- Support domestic violence awareness and protection, programs for legal assistance and counseling.
- Use RLMS research capacity to study domestic violence attitudes and prevalence.
- Promote awareness of Trafficking in Persons (TIP) (both female and male), advocacy on comprehensive legislation, development of services for victims and potential victims.
- Continue to include gender integration as an integral part of local governance activities, covering such issues as gender-sensitive budgeting and gender issues in public hearings and monitoring of reform programs.

Social Sector:

- Overlap with economic and democratic sector recommendations.
- Track gender statistics, including poverty, health, migration/mobility patterns.
- Support reproductive health programs, especially male involvement, services and supplies, STI/HIV/AIDS education and prevention, rolling out of lessons learned to reduce maternal and infant mortality rates, etc.
- Continue targeted health and healthy lifestyle activities (including health and human rights issues such as domestic violence victim services)
- Parenting education for mothers and fathers to reduce child abandonment and domestic violence, and improve family health.

Regional Opportunities:

- Strategic Gender Framework - focus gender awareness on economic and health issues (i.e., money and survival/quality of life).
- Labor Market Needs – address human capacity development and missing women leadership.
- Economic Development – encourage men to start small and learn business; promote growth of women-owned businesses beyond micro level.
- Development of Youth Business – expand JAR-type activities to create viable youth businesses: include both young women (reduce TIP risk) and young men (reduce crime and IDU risk) from mainstream and minority/indigenous communities.
- Increased Research and Analysis – develop capacity and opportunities for local analysis, including gender.

II. Background

Since the inception of the USAID/Russia, the Mission has recognized the challenges to the equal advancement of both women and men. It has already taken many steps to better incorporate gender into its activities. From mid-2001 until the end of 2002, the Mission hosted a full-time Gender and Youth Advisor who worked in the Program Office helping technical teams integrate gender in compliance with the USAID regulations. She also conducted gender training for Mission staff and implementing partners. In an effort to build upon existing programming and current activities in the country, the Mission intends to institute more targeted strategy development to reflect the key role of gender considerations in the achievement of its goals and strategic objectives.

The Mission requested a gender assessment to insure gender integration into the new strategy/vision statement and help to draft a gender action plan that grows out of the current Strategy and informs the new one. The scope of work set out four interrelated tasks¹:

- 1) Reviewing of key gender issues and gender-based constraints in Russia;
- 2) Assessing attention to gender in current Mission programs;
- 3) Assessing the institutional context that supports gender mainstreaming, both in the Mission and in the country; and,
- 4) Providing recommendations and draft gender action plan that recommends how the USAID Mission can support gender mainstreaming in its programs and achieve development outcomes that improve the situation of women relative to men in Russia.

The scope of work is included as Annex A.

III. Gender in Russia

A. Russia Gender Policy

Russian law guarantees equal rights to men and women. Russia has also ratified virtually all of the international treaties relating to the prevention and elimination of discrimination, including the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and various International Labour Organization (ILO) Conventions on equal labor rights to working men and women. However, Russian law does not contain adequate enforcement mechanisms to deal with infringements of the specified rights.

National Gender Strategy: In response to its commitments under CEDAW, Russia developed a national gender strategy and established an Inter-Ministerial Commission on Gender Equality. The Commission was established in 1996, but was recently canceled as one among the federal commissions that were all canceled before the 2004 elections. It is uncertain whether and/or when the Commission will be re-established. Some of the regional commissions similarly established have suspended activities pending a change in status of the federal commission.

Bill on Equal Rights and Equal Opportunities: Although Russian law includes a guarantee of equality of men and women, it does not guarantee equal opportunities. After

¹ Gender Assessment Scope of Work, June 2004. See Annex 1.
DevTech Systems, Inc.
October, 2004

years of advocacy by women’s NGOs, the Duma approved the first reading of the Bill on Equal Rights and Equal Opportunities in April 2003.

CEDAW Reporting: Like many countries, Russia is overdue to submit its report to the CEDAW committee for review of the progress made on CEDAW commitments. As part of that process, NGOs are given an opportunity to submit their own assessment of the country’s progress in the form of a shadow report. The USAID-funded efforts of ABA-CEELI to implement the CEDAW Assessment Tool should help NGOs make the necessary evaluation that can be used to produce a shadow report when the government report is prepared.

B. Gender & Politics

Majority Female Electorate: The gender proportion of the electorate is 54% women and 46% men. The number of female pensioners is growing and significantly exceeds the number of male pensioners, contributing to a total gender difference in the electorate of more than 10.5 million people in 2000.² Pensioners are known to comprise a large segment of the voting public and could wield considerable influence if they mobilized for a particular cause. Although it has not been studied, there is likely a gender/age gap in political participation and influence (e.g., political orientation, possibility for political manipulation).

Low Numbers in Elected and Appointed Office: Since the fall of communism, Russia has maintained a significantly lower level of women’s participation in politics. For example, in 1984 one-third of the members of the Supreme Soviet were women, but by 1989, women comprised only 15.7% of Members of Parliament (MPs). Currently, 9.8% of the Duma Deputies are women, a number more comparable to developing countries in Africa and Asia than to Europe.

Representation of Women and Men in the Council of the Federation 1991-2004³

Year(s)	Number of Deputies		
	Total	Women	Men
1991-1993	89	0 (0%)	0 (100%)
1994-1996	176	8 (4.5%)	168 (95.5%)
1996-2001	176	2 (1%)	174 (99%)
2002	178	7 (3.9%)	171 (96.1%)

² Социальное положение и уровень жизни населения в России: Стат.сб/Госкомстат России. – М., 2000. С.36.

³ Кочкина Е.В. Политическая система преимуществ для граждан мужского пола // Гендерная реконструкция политических систем. Ред.сост. Степанова Н.М., Кочкина Е.В., М.: ИГП-СПБалетей, 2003 г., с.513

The current gender breakdown for other public offices is as follows:

- Ministers: all men
- Duma Members: 44 women / 406 men (9.8%/91.2%)
- Governors: 1 woman / 87 men
- Council of Federation: 7 women / 171 men (3.9%/ 96.1%)
- Regional Dumas: average 9% women
- Local Dumas: average 30% women / 70% men

Barriers to Women’s Political Success: It is unclear whether the better representation of women at the local level will serve as a feeder for higher office. Based on research over the last 10 years, the most important hindrances to women in politics are:

- The domination of the male model of political life and elective bodies,
- Lack of support for female nominees by political parties,
- Limited access to political networks,
- Domination of double standards that disadvantage women,
- Lack of contacts and cooperation with other organizations such as trade unions and women’s associations,
- Lack of comprehensive educational and training networks to promote female political leadership, and to attract young women to politics, and
- The electoral system that can be biased toward or against female nominees.⁴

And, the ideological and psychological barriers to the nomination of women to the Parliament include⁵:

- Gender norms and culturally imposed models of behavior assigned to men and women,
- Lack of self-confidence by women regarding electoral politics,
- Women’s perception of politics as a “dirty business,” and
- Women’s image in the mass media.

C. Demographic Risks

The demographic picture in Russia invokes a range of reactions from concern to alarm, with monthly statistics and experts’ commentary feeding a steady stream of news articles on the subject. Similar to developed countries, concerns include a low birthrate, the “graying” of the country and its potential impact on pension funds. At the same time, similar to developing countries, demographics focus on the troubling health status of the population, including the threat of a devastating AIDS epidemic, and a potentially destabilizing immigration pattern in strategically important areas. For most of these issues, gender analysis yields important insights into the demographic dynamics and will be useful both in setting priorities in current programs and in developing new programs to address the various issues.

Gender Gap in Life Expectancy: Russia continues to have the largest gender gap in life expectancy in the world - between 12 and 14 years – with the average for women at 73 years and 59 for men. In the Russian Far East, the gap is smaller but the life expectancy numbers are much more severe with an average of 54 years for men and 62 years for women⁶. As a

⁴ World Bank, *Gender in Russia: A Review of Literature* (an overview of more than 1000 publication sources published between 1993-2003), Moscow, April 2004, English version, pp. 120-121.

⁵ Ibid, p. 121.

⁶ BIKI Magazine, February 24, 2003.

result, many of the economic reforms, such as pension reform, housing reform, social benefits reform, will have differential affects on different groups of men and women. The fact that many men do not live to reach pension age and women have almost two decades of life as pensioners requires policy makers to consider, for example, the implications to developing a constituency for pension reform and developing a balance between an entitlement system and one based wholly on the amount contributed.

Maternal mortality, reproductive health: Maternal mortality rates remain among the highest in the world, a shocking 15 times higher than in developed countries.⁷ Infant mortality rates are decreasing but still extremely high at 10 times the rate in EU countries.⁸ Although the abortion rate is decreasing, abortion remains the most common form of birth control in Russia. Reproductive health concerns also include high rates of infertility for both women and men. Environmental studies have linked some infertility to industrial pollution and unsafe working conditions. Poor reproductive health directly impacts the low birthrate and the overall declining population in Russia that can be particularly destabilizing in areas such as the Russia Far East (RFE) with a high influx of immigrants.

Unhealthy Lifestyles: Unhealthy lifestyles are evident in the high rate of alcoholism, drug abuse, and a wide variety of risky behaviors that lead to injury, illness and even death. According to official data, the rate of males account for 80% of the diagnosed alcoholics and 83% of injecting drug users. Recently, there has been a tendency for improved health behaviors among men and an opposite tendency among women. Female alcohol is on the rise and the female drug abuse has been increasing since 1993.⁹ Unhealthy lifestyles adversely affect workforce capacity, life expectancy, and social stability, and can exacerbate the risk of criminal behavior.

Depression and Suicide: The male suicide rate is five times the rate for females, and among those 25-39 the rate is eight times higher.¹⁰ One health professional noted that the numbers of attempted suicides may be more equal but that males are more likely to succeed. And, a number of surveys indicate that the indicators of psychological health are lower among women than among men.

“Psychological Suicide”:¹¹ Psychologists have identified the problem of “psychological suicide,” when lifestyle results in loss of health or premature death of Russian males. Shifts in traditional gender role patterns have resulted from and added to the problems associated with social crisis, unemployment, decrease of income levels, and degradation of many regions. Males more often respond to these pressures with excessive alcohol consumption, which contributes to the direct causes of male morbidity and mortality (e.g., cardiovascular disease).

Unsafe Working Conditions: One of the contributing factors to the high rate of male mortality is workplace conditions.¹² Men are twice as likely as women to work in unsanitary

⁷ World Bank, *Gender in Russia*, p.73.

⁸ Российский ситуационный анализ репродуктивного здоровья. Материалы Министерства здравоохранения РФ, 2003 г. весна. Сделал при поддержке DFID (British agency for international assistance), с. 12

⁹ World Bank, *Gender in Russia*, p. 71.

¹⁰ Ibid., p.66.

¹¹ Ibid., p.66

¹² Ibid., p. 67.

conditions and in jobs that fail to meet safety requirements. Among the total number of victims of fatal accidents, males account for 24 in 100,000 people and females account for 2 in 100,000. With the sex-disaggregation of jobs, the most dangerous ones are considered “male.”

Military Service: The effect of military service on young men has not been studied, but is presumed to be more negative than positive in Russia. News reports have noted the prevalence of hazing, the ongoing brutality of the situation in Chechnya, and the difficult conditions under which many soldiers serve. Criminality is generally a male risk area¹³, but a correlation with military service has not been studied. Anecdotally, one local community developed a program to help reintegrate local young men returning from military service as a response to their juvenile delinquency problem.

HIV/AIDS: The rate of HIV infection in Russia is often reported as the fastest growing rate of infection in the world. And, the demographics are shifting to include increasingly more women both through injecting drug use and heterosexual contact. Men are still the overwhelming majority of Injection Drug Users (IDUs), but more women are also engaging in that risky behavior. Additionally, the lack of condom usage increases the risk of infection through sexual contact. The high Sexually Transmitted Infection (STI) rate, especially among young women, is an alarming indication of dangers of equally or higher rates of infection through sexual contact.

Feminization of Poverty: Numerous studies since the economic transition have shown that women are more often at risk of poverty. The reasons include a number of socio-demographic factors: lower pay (by job category and unequal pay), the likelihood of being a single-headed household, lower retirement pay but longer retirement period (earlier retirement age than men, longer life expectancy).¹⁴ And, poor families are at greater risk for hunger, poor health, child abandonment, and a wide variety of other problems.

Social Orphans Still Increasing: According to Ministry of Health data, the number of orphans has continued to increase in Russia.¹⁵ Unlike in most other countries, more than 75% children entering orphanages in Russia have living parents. According to limited sex-disaggregated data from the Ministry of Education, more boys than girls are in orphanages and internat boarding schools (56% and 60% respectively in 2002).

Out-Migration: Aggregate statistics indicate that the trend of out-migration from Russia has reversed, especially as viewed from Moscow. However, the situation in the regions is more of a mixed picture. For example, the resource-rich RFE has been characterized by a negative migration rate for the past ten years. Among the regions in question, the most critical situation was noted in Primorskii Krai, where in 2001, in comparison with the previous year, three times more people migrated from the region. One of the reasons was the severe unemployment problem in Primorskii Krai. Positive change has been noted in Sakhalinskaya Oblast, where the negative migration trend improved as a result of oil and gas project development. Sex-disaggregated data on migration is not available. The out-migration statistics reflect potentially destabilizing trends with economic development implications.

¹³ Ibid., p. 115.

¹⁴ Ibid., 102

¹⁵ Положение детей в Российской Федерации. Государственный доклад 2003 г. Министерство Труда и социального развития. , с.112

Targeted research that could illuminate the reasons behind the trends and opportunities to reverse the trend is generally not available.

NET MIGRATION RATE BY REGIONS by January 1, 2003 (per 10 000 population)

Region	1994	1999	2000	2001
<i>Russian Federation</i>	55	11	15	5
Novosibirskaya Oblast	73	28	20	5
<i>Far Eastern Federal District</i>	-192	-97	-52	-64
Sakhalinskaya Oblast	-323	-124	-84	-61
Khabarovskii Krai	-93	-57	-16	-14
Primorskii Krai	-24	-53	-26	-96

GOSKOMSTAT *The Demographic Yearbook of Russia, 2002.*

Russian Far East: A background paper on Russian Far East Economic Development is included as Annex B.

D. Historical Gender Legacy

The historical gender legacy in Russia is filled with contradictions between theory and implementation. Attitudes towards the employment of women and men in certain sectors follow sex-disaggregation from the Soviet labor laws. Business is still considered more of a “male” profession, and social services “female.” The double burden on women to meet both employment and home responsibilities continues, and is exacerbated by the dismantling of social programs designed to help working parents (e.g., day care).

De Jure, But Not De Facto Equality: Gender equality is enshrined in Russian law, but gender statistics and research have revealed significant gender equality in many areas. Despite constitutional and other legal guarantees, citizens do not have effective mechanisms for enforcement.

Sex-Disaggregation in Labor Market: The labor market has become increasingly segregated by sex. Female-dominated sectors (e.g., education, health, finance) remain “feminized” and women are increasingly employed in trade, while manufacturing and construction remain “masculinized.” The demographic decline and reduction of the government sector will reduce the employment opportunities in female-dominated sectors (primary school education, pediatrics).¹⁶

Decision-making higher salary male, “routine” lower salary female: Despite labor market segregation into female- and male-dominated sectors, the overwhelming majority of higher salary decision-making positions are reserved for men and lower-salaried positions are for women.

Business opportunities as male, social services female: Through the transition period, business opportunities were viewed as male and social services female. The rationale for the perceptions follow gender norms of business as “dirty” (or even dangerous) and therefore something for men, and social services as nurturing and thus more appropriate for women.

¹⁶ World Bank, *Gender in Russia*, p. 84.

However, in the early days of NGO development, men dominated the sector leadership in pursuit of a “good” salary. As donor money has shifted and NGO competition increased, the NGO sector has become increasingly feminized (and characterized by lower salaries). Women have entered business, but overwhelmingly at the micro level primarily as a means of economic survival.

NGOs as women’s employment: Many women who have lost public sector jobs and not succeeded in private sector employment have turned to NGOs as a source of employment. This motivation as well as donors initial focus on institutional development of NGOs has impeded the development of mission-based NGOs focused on quality services to meet the needs of their (citizen) constituents.

“Double burden” on women - family roles: Despite gender equality in education and broad labor market participation, women in Russia traditionally and currently bear the burden of household work and child-rearing. This results in a “double” work day for women. The 1990’s social security reform transformed maternity leave to parental leave, but few men have taken advantage of the leave.¹⁷

Privatization benefited men financially: During privatization, many of the assets ended up in the hands of former top management. Because top management was overwhelmingly male, the majority of assets went to men. Additionally, during the transition period, few women pursued business opportunities because of the risk and sometimes physical danger involved. As a result, women generally lag behind men in the amount of capital (and size of credit opportunities) they have available for business development now.

IV. Methodology

The Gender Specialist spent a total of 5 weeks in Russia during the period June 20 – July 23, 2004. The Local Gender Specialist was particularly helpful in providing country background. The Local Economic Development & Russian Far East Specialist provided regional background and analysis, and logistical assistance. Based on Mission priorities, a significant amount of the in-country time was spent on a regional trip to Novosibirsk and three cities in the Russian Far East (Khabarovsk, Yuzhno Sakhalinsk and Vladivostok). Most meetings were conducted with USAID implementing partners. A schedule and contact list of meetings with implementing partner and other outside contacts is included as Annex C.

Additionally, selected Mission documents were reviewed – including the most recent strategy for USAID/Russia and the Bureau, annual report, activity descriptions, various concept and working group papers, national surveys and the RLMS, materials from implementing partners, and gender information from other donors including a recent comprehensive review of gender research in Russia produced by the World Bank.

The Team Leader/Trainer conducted one 2-hour session of gender training for USAID staff and one 1-1/2 hours group meeting for the Institute for Urban Economics (IUE) on gender and welfare reform. The training was designed to lay the groundwork for implementation of strategic and practical solutions to gender-based problems and to put Mission staff on notice

¹⁷ Ibid, pp. 95-96.

of their obligation to be gender aware in developing, implementing, and assessing all USAID programs.

V. Conceptual Framework

The Gender Assessment was developed within the framework of the following documents:

- USAID Automated Directive System (ADS), last modified 1/31/03
- Mainstreaming Gender: More Effective and Better-Targeted Development¹⁸
- USAID/Bureau for Europe and Eurasia's Strategic Framework¹⁹

The last states that “gender considerations are being integrated into United States foreign policy interests and USAID program in order to ensure equal access and opportunities, equal rights, and equal protection in its assistance programs.” The strategic framework notes that “integrating gender considerations will accelerate and deepen the economic and political reform process.”

Terminology

The assessment reflects the following terminology:

- **Gender** is “the economic, social, political, and cultural attributes and opportunities associated with being male and female. The social definitions of what it means to be male or females vary among cultures and change over time.”²⁰
- **Gender Integration** means “taking into account both the differences and the inequalities between men and women in program planning, implementing, and assessing.”²¹
- **Gender Analysis** is the methodology applied to development problems to identify and understand the dimensions and relevance of gender issues and gender based constraints. Analysis includes understanding the differences between men's and women's roles, rights and opportunities.²²
- **Mainstreaming gender** means analyzing and adjusting, where appropriate, for potential gender differences throughout the planning, implementation, monitoring and evaluation of all programs and activities. Including gender considerations will result in more effective and efficient development.

¹⁸ Estes, Valerie. USAID/E&E Bureau Gender Advisor, *Mainstreaming Gender: More Effective and Better-Targeted Development*, March 2001. (Annex C)

¹⁹ USAID/Bureau for Europe and Eurasia's From Transition to Partnership: A Strategic Framework for USAID Programs in Europe and Eurasia, December 1999. Available at the website: http://www.usaid.gov/regions/europe_eurasia/eeresources.html/strategies.

²⁰ ADS 200.6 Definitions.

²¹ *A Guide to Gender Integration and Analysis: Annex to ADS 200 Series*.

²² Ibid.

ADS Requirements

Gender should be mainstreamed throughout strategy and activity design, activity implementation, monitoring and evaluation. The following are the specific ADS regulations outlined gender considerations:

A. Strategic Planning²³

Per *ADS 201.3.8.4 Technical Analysis for Strategic Plans*. Gender analysis is a mandatory technical analysis for development of Strategic Plans. Analytical work performed in the planning and development of Strategic Objectives (SOS) and Intermediate Results (IRs) must address at least two questions: (1) how will gender relations affect the achievement of sustainable results; and (2) how will proposed results affect the relative status of men and women. Addressing these questions involves taking into account not only the different roles of men and women, but also the relationship and balance between them and the institutional structures that support them. Per USAID's gender mainstreaming approach, the analysis will be applied to all technical issues.

B. Activity Design and Approval

Per *ADS 201.3.12.6 Activity Planning Step 2: Conduct Activity-level Analyses as Needed*. Gender analysis is a mandatory for activity design and should reflect consideration of the following two questions: (a) Are women and men involved or affected differently by the context or work to be undertaken? and (b) If so, would this difference be an important factor in managing for sustainable program impact? The gender analysis (a statement of one page or less) must be included in the activity approval document if there are significant gender issues, or in its place can be a brief rationale for its absence. The approving official for the activity is responsible for ensuring that the gender statement adequately responds to the requirement, or that the rationale for not including a gender statement is adequate.

Per *ADS 201.3.12.15: Activity Planning Step 11: Prepare Activity Approval Document*. The gender statement for the Activity Approval Document must include an outline of the most significant gender issues that need to be considered during activity implementation, with a description of what outcomes are expected by considering these issues. If the Operating Unit determines that there are no significant gender issues, provide a brief rationale to that effect.

Additionally, per *ADS 201.3.12.6*, the operating units are to ensure that those who will implement the activity are capable of addressing the gender concerns identified during strategic and activity planning. For contracts and grants/cooperative agreements that are issued following a competitive process, this is accomplished by signaling in solicitation documents USAID's expectations regarding gender expertise and capacity, tasking offerors with proposing meaningful approaches to address identified gender issues, and placing appropriate emphasis on gender-related elements of technical evaluation criteria.

Finally, per *ADS 201.3.12.6*, The contract or agreement officer is required to confirm that a gender statement is incorporated into the activity description and that relative significance of gender technical capacity is appropriately reflected in the technical evaluation criteria. Alternatively, if the operating unit determines that there are no significant gender issues, the Contract or Agreement Officer will confirm that the rationale for no gender statement has been completed as part of the activity approval.

²³ Please note that it is unclear the impact the recent changes in the strategic planning process will have on the ADS gender mainstreaming requirements. Nevertheless, the parameters memo to the USAID/Russia mission noted the mandatory gender assessment requirement.

C. Implementation and Evaluation

Per *ADS 203.3.4.3 Reflecting Gender Considerations in Performance Indicators*. It is mandatory that performance management systems and evaluations at the SO or IR level include gender-sensitive indicators and sex-disaggregated data when technical analyses supporting the SO show that (i) the activities or their anticipated results involve or affect women and men differently; and (ii) this difference would be an important factor in managing for sustainable program impact. One way to understand the effect of gender on USAID development efforts would be to disaggregate performance information by sex.

Per *ADS 203.3.6.1 When is an Evaluation Appropriate?* Situations that may require an evaluation include, among others, when performance information indicates an unexpected result such as gender differential results.

Per *ADS 203.3.6.2 Planning Evaluations*. Gender considerations should be included among the steps for data collection in analysis (as provided in 203.3.4.3).

Additionally, per *ADS 203.6.2: Evaluation*, a situation that may require an evaluation is one in which performance information indicates an unexpected result (positive or negative) such as gender differential results that should be explained.

Per *ADS Table 203E Portfolio Review*, within the customer/partner perception area of concern, both existing and any new gender issues should be addressed.

D. Acquisition and Assistance

Per *ADS 302.5.14 Direct Contracting and ADS 303.5.5b Grants & Cooperative Agreements*, the contracting officer must incorporate into an RFP, RFA or APS a gender statement or rationale specified in *ADS 201.3.12.6* (see above).

VI. Gender Training and Technical Assistance

The scope of work included between two and four sector-specific gender training sessions. The gender assessment Team Leader/Trainer also offered to conduct an additional general gender integration session focused on ADS requirements for staff who had previously not attended such a training and for the rest of the staff as a refresher. Unfortunately, only four USAID staff participated in the 2-hour general training. And, due to the lack of interest from the technical offices, no sector specific training was scheduled. Instead, the implementing partner Institute for Urban Economics (IUE) requested a special meeting to discuss gender issues related to the impending shift to a cash benefits system in Russia. The Team Leader/Trainer fulfilled that request by conducting a 1-1/2 hour session with IUE staff responsible for monitoring the impact of that major social sector reform.

Upon arrival, the Program Office indicated that the Mission had applied for and was expecting technical assistance under the Women in Development (WID) Indefinite Quantity Contract (IQC) on anti-trafficking in persons. Unfortunately the WID office was unable to accommodate the Mission's request, but the gender assessment team had already completed their meetings. The Mission was hoping to get a better understanding of the unique and diverse factors that contribute to the trafficking problem in Russia. The high prevalence of domestic violence is considered a push factor and would likely have been part of the

assessment.

Recommendations:

- Staff and Implementing partners should participate in annual gender integration training. If the gender working group is formed again, one or more members of the group could be trained to assume this responsibility.
- Training should be offered to implementing partners and their staff both in Moscow and regionally. Such training should be highly interactive and include exercises to analyze existing programs.
- Sector-specific training and/or individual consultations with implementing partners should be the next step for gender integration technical assistance.
- Anti-trafficking and domestic violence programming technical assistance is needed to better understand the dynamics of each issue and to assist in effective targeting of limited resources.

VII. Key Findings, Risks and Opportunities

A. General

- While some significant progress has been made in gender mainstreaming in several programs, not all implementing partners are collecting, reporting or analyzing sex-disaggregated data as required by contract/agreement. In some cases, the data is not being collected in the regions; in others, the data is not included in reports to USAID. Only in rare cases is the data analyzed and program modifications suggested.

B. Economic Risks and Opportunities

- Economic policy programs are not adequately considering social costs (health, demographic trends, impact on specific groups, risk of social protest). While the pension plan analysis included gender, the social benefits reform has included no such analysis.
- The Women's Business Summits have yielded promising developments with the Committee 20. Mentoring activities will expand geographically and the Committee is interested in doing some targeted research on the interest of young women in business development.
- The Independent Director's Association (IDA) research on attitudes toward women serving on boards of directors should yield some interesting insights that could inform future efforts to raise the profile of business women. The IDA shared its initial findings with the Committee 20.
- Microenterprise activities may be missing an opportunity to better understand and promote the growth of women's business. Microenterprise could be an untapped engine for economic growth. Moreover, the overwhelming majority of borrowers are women, reflecting both the market and program preferences. However, it raises the question of whether the programs may be missing potential men clients. Sex-specific biases favoring women may both underestimate (for women) and overestimate (of

men) risk, as opposed to solid credit analysis based on the characteristics of the individual borrower.

- The slower growth of women-owned businesses is not well understood. However, the administrative barriers survey should reveal commonalities and differences among women and men-owned businesses. Additionally, the availability of larger amounts of credit and a variety of bank products can assist business growth. One risk of the transition to self-sufficiency by Microfinance Institutions (MFIs) is that they may lose any incentive to lower interest rates or “graduate” their good clients to banks. In this case, the MFI could be slowing business growth through their higher costs and inability to service the client’s finance needs.
- Agriculture, fishery, and timber industries should continue to concentrate on adding value to products prior to export or domestic shipping (e.g., from the RFE to western Russia). Biomass projects are also a great opportunity to greatly enhance the quality of life in rural communities.
- The local governance program will have a better opportunity to monitor the impacts of women’s unemployment and related poverty. Any analysis of the impact of reforms should consider the impact the loss of government employment or benefits (including housing subsidies) might have on single headed households and on two-income families who rely on the second income for survival.
- Almost no social services are targeted at men, even Alcoholics Anonymous does not have many chapters in the regions despite the obvious need. Several implementing partners commented on men’s unhealthy lifestyles, stress from unemployment or underemployment, criminality, health problems including alcoholism, tuberculosis, HIV, sexually-transmitted infections
- Business education programs for youth and adults alike are not including issues of equal opportunity employment (or sex discrimination) or sexual harassment in their training programs. The topics are not mentioned even when the training covers ethics issues or human resource development.
- Higher education seems to be mismatched with labor market needs, especially, for example, on Sakhalin.

C. Democracy/Governance Risks and Opportunities

- Although the situation varies from region to region, progress has been made on media portrayal of women in business. Additionally, Internews has continued to raise awareness of gender issues through PSAs, etc. The new regional program and awards for content reporting can both be used to promote coverage of more gender issues. In general, most media takes a gender-blind approach and/or promotes standard gender stereotypes in their reporting.
- Formerly trained and funded women’s groups, including US exchange alumni, should be tapped for civil society program planning and implementation.
- Women’s leadership activities have increased the capacity of women candidates for elected office. The process of increasing women’s political participation will require time and resources. The strategic use of technical assistance to elected candidates, especially women who have previously received training, could help them maintain a connection to their constituents (both women and men).

- The widespread acceptance of domestic violence coupled with the lack of education/understanding means the problem is all but denied in many regions. Funding has been inconsistent from foreign donors and not forthcoming from local administrations. Thus, the benefits of past training programs have been lost in some communities. Since domestic violence is not a specific crime in Russia, there is still a need for a movement to promote legislative changes that should also include funding of services. To better understand the problem, the RLMS could add a series of questions on the subject. The Moscow crisis center ANNA or the Russian Association of Crisis Centers could help inform the survey to maximize the relevance of information collected.
- The risk of trafficking in persons is directly tied to economic and social issues, and therefore requires a comprehensive approach tailored for the region/community in which the program is being implemented.

D. Social Sector/Health Risks and Opportunities

- See Trafficking in Persons (TIP) and Domestic Violence (DV) issues above.
- There are interested local NGOs in the regions capable of HIV/AIDS prevention work. These local groups have ideas and could expand their efforts with funding and some technical assistance (especially staff training). They tend to be highly motivated and would probably benefit from networking with other nascent and developed groups (perhaps forming mentoring relationships). Even in difficult political environments like Primorskii Krai, committed local organizations are finding ways to achieve success in their prevention and treatment activities.
- Reproductive health activities are still critically needed to improve the demographic situation. The successful projects were only implemented as pilots and need to be rolled out to have impact. Family planning activities also support HIV/AIDS prevention.
- Men's health issues such as alcoholism, drug abuse, depression, etc. have been identified as significant problems in achieving good development outcomes, but have never been a priority. Social service development almost exclusively focuses on women, and can even be hostile to the idea of services for men.
- The orphan problem continues to grow, although there are some promising developments in foster care. Gender issues have not been considered much, but a better understanding of the gender dynamic that leads to child abandonment may help inform the most effective use of limited resources. Anecdotally, it was mentioned that women social workers and teachers often blame the woman who is giving up her child and may miss an opportunity to better understand her situation and motivation (including the role of the father in the decision to abandon the child).
- Increasing poverty among risk groups is a cause for concern, especially with the impending social service sector transition to cash benefits and future housing reform. Both changes could push the vulnerable deeper into poverty and at greater risk for health problems, trafficking in persons, etc.

VIII. Operational Issues and Recommendations: Action Plan

To more fully support gender mainstreaming within USAID/Russia's programs, the following is recommended:

A. Integrate Gender Analysis into New Strategy/Vision Statement: The crosscutting nature of gender requires a mainstreaming approach throughout the portfolio to achieve results. Identified gender issues should be integrated throughout the new Strategy (or Vision Statement) document in each sector at both the SO and IR level, including the SO narratives. The document should also include a general commitment to gender mainstreaming and increased collection and analysis of sex-disaggregated data. During the new strategy period, targeted programming will still be necessary to mitigate gender-specific issues and imbalances. **Approach:** If the gender working group is reestablished, it could begin sharing and analyzing any relevant information from partner's reports and activities. Include gender analysis preparation as part of long-range planning for the next strategy. **Responsible Parties:** Program Officer, Gender Advisor

B. Develop a More Gender-Sensitive Results Framework/Performance Monitoring Plan (PMP): To the greatest extent possible, the results framework should include gender-specific or gender inclusive language, and all people- and business-level indicators should be disaggregated. The most recent annual report included information on gender issues within the economic, environment, and democracy strategic objectives. However, the indicators did not include reporting of sex-disaggregated data (even where specified in the indicator chart, i.e., cumulative number of loans and cumulative dollar amount of loans to women). Suggested modifications to the proposed indicators (from the 8/8/2004 annual report) are:

- 118-0131 – The disaggregated figures for number of loans and cumulative dollar amount should be reported (percentages for women and men).
- 118-0141 – The reporting of regions with economic think tanks could be disaggregated by female-headed and male-headed think tanks. Considering the high percentage of women in economics and accounting, it would be expected that at least a few think tanks will be female-headed.
- 118-0211 – The results of citizen surveys on access to media should be disaggregated by sex, as should the recipients of legal assistance
- 118-0221 – The results of citizen surveys on awareness of legal rights should be disaggregated by sex
- 118-0321 - If possible, the percentage of successful tuberculosis treatment in the pilot sites should be disaggregated by sex. The disaggregation of the treatment results could yield important program planning information if differences in outcomes are observed.

Approach: Implement changes as soon as practicable. **Responsible Party:** Program Office (in agreement with sector-specific teams)

C. Include Gender in Assessments/Surveys, and Ensure Diversity of Team Composition and Informants: The Mission should consider gender in all assessments/surveys, both by collecting sex-disaggregated data and by including questions/sections designed to identify and analyze anticipated gender differences. To achieve maximum results, assessment teams should ensure gender diversity both in their team composition and among their informants/interviewees. When an identified issue requires further investigation, a gender-specific assessment should be conducted, if appropriate. **Approach:** Start immediately with

any and all assessments/surveys, including contracting for IQCs and within program activities. **Responsible Parties:** Cognizant Training Officers (CTOs), Program Office

D. Improve Gender Statements in Activity Approval Documents: Based on a cursory review of selected activities, it appears that the Mission is at least minimally complying with the ADS requirement of including a gender statement in activity approval documents. However, in some instances, the gender statements are inadequate to respond fully to the ADS 201.3.12.6 requirement. The Program Office, in collaboration with the Contracting Office and technical teams, should ensure that no new activity documents are approved without an adequate gender statement. **Approach:** Start immediately with each activity being developed at any stage, and review statements for “adequacy.” **Responsible Parties:** sector-specific teams, Program Office, Contracting Officer

E. Continue to Monitor Gender Component in Evaluation Criteria in RFA/RFP/APS: Gender components have been and should continue to be used for activities with identified gender issues. Examples are included in Annex D. Although selection committees have been reviewing proposals for their responsiveness on gender, it was mentioned that proposals do not always include the required component. To remedy the situation, the selection committee evaluate the proposals accordingly and include recommendations related to gender for negotiation in the final agreement and workplan. For future competitions with bidders’ meetings, the contracting officer can make a point of discussing the need to address gender issues as specified in the RFA/RFP/APS. **Approach:** Start immediately with each RFA/RFP/APS. **Responsible Parties:** sector-specific teams, Program Office, Contracting Officer

F. Strengthen Gender Language in Agreements: Currently, most contracts, grants, and cooperative agreements include a requirement that contractors/grantees/implementing partners collect and analyze sex-disaggregated data, and make recommendations on how to adjust programs in response to identified gender inequities. See Annex D for sample gender language. However, the language is often used as a last-minute “drop-in” for agreements and is not always modified to reflect the activity being implemented. The gender language in agreements should include not only the data collection and reporting requirements, but also gender integration commitments made in the proposal and subsequent negotiations with the implementing contractor/grantee/partner. **Approach:** Start immediately with each new agreement. **Responsible Parties:** Contracting Officer (with relevant editing from CTO) for agreement language, CTOs

G. Consider Gender as Part of Overall Decision to Fund Unsolicited Proposals: Using an integrated approach, gender should be considered as part of the overall decision on whether or not to fund unsolicited proposals should be reviewed for gender. If the proposal is going to be funded, the standard gender language requirements and any specially identified gender issues related to the proposed activities should be part of the negotiation process regarding a final agreement. **Approach:** Start immediately with every unsolicited proposal to be funded. **Responsible Party:** Relevant reviewing person/panel.

H. Monitor Workplans and Staffing for Consistency with Gender in Proposal: The workplan should reflect whatever commitments were made in the approved proposal in response to the identified gender considerations. Follow-through on commitments for gender-specific and/or gender-sensitive staffing should also be confirmed. Ideally, implementing partners' commitment to equal employment opportunity requirements should be reflected in appropriate diversity of staffing at all levels and effective Human Rights policies, including issues of sex discrimination and sexual harassment. **Approach:** Start immediately with each new activity and review existing activities at time of annual workplan development.

Responsible Parties: CTOs

I. Monitor Reporting for Gender Integration Compliance: All contracts, grants, and cooperative agreements should include a requirement that contractors/grantees/implementing partners collect and analyze sex-disaggregated data, and make recommendations on how to adjust programs in response to gender inequities. Analysis does not mean extensive research or significant extra effort, but could be as basic as an explanatory note wherever data shows that there is a gender difference. However, when asked during assessment meetings, several implementing partners said they do not report disaggregated information. To ensure compliance with the gender reporting, the CTO should explain and implement the requirement through monitoring during site visits and when reviewing reports to ensure that the disaggregated information is collected, analyzed and reported back to them. **Approach:** Start immediately with review of all reports. **Responsible Parties:** CTOs

J. Increase the Mission's Level of Sensitivity, Understanding and Operational Gender Integration: Many of the Mission staff and some of the implementing partners have participated in basic gender integration training within the last two years. As noted above, annual training should be offered to all staff, especially those who have not previously attended a session (see Gender Training section recommendations above). The next step, with outside consultation, if necessary, should be to provide sector-specific technical assistance. As noted below, members of a Gender Working Group/Program Office should develop expertise within their SO/technical area. [Note that the G/WID Office has some funded technical assistance, e.g., in the areas of anti-trafficking and rule of law, available upon request through IQC mechanisms.] **Approach:** Based on time and necessity. **Responsible Parties:** CTOs, Program Office (Gender Advisor)

L. Re-establish a Mission Gender Working Group: A Gender Working Group (GWG) can serve as a coordinating body for gender within the Strategic Objective and technical teams in the Mission. An advantage of this approach is that a GWG comprised of United States Direct Hire (USDH) and Foreign Service National (FSN) members can provide a more structured and consistent approach to gender through staffing changes. The Mission used to have a GWG, but currently the Gender Advisor works with Program Office staff backstopping sector-specific teams to include gender to their area of technical expertise. Although many of the former members of the GWG have continued to play a leading role integrating gender in the activities they monitor, a GWG might facilitate a more integrated approach toward gender mainstreaming, especially given the more streamlined structure of three strategic areas. Ideally, the GWG should have a Team Leader (Mission Gender Advisor or designate) who will provide leadership and coordination and Core Team Members who will act as technical consultants within their respective sector-specific team. The Group should consist of a diverse combination of male and female, American and FSN members. **Approach:** Determine appropriate approach and begin. **Responsible Parties:** Mission Management, Program Officer, Gender Advisor

M. Actively Participate in Embassy's Inter-agency Women's Issues Working Group (IWIWG): The US Embassy in Moscow's IWIWG offers an opportunity for communication and coordination among United States Government (USG) funded activities involving women's issues in Russia. The Mission Gender Advisor should continue to play an active role in the IWIWG. Higher provide activities might include inviting key implementing partners to speak on a particular topic of expertise (e.g., current research on women's issues, CEDAW Assessment Tool report, regional perspectives, etc.), coordinating with the Public Affairs speaker's bureau to invite US experts on relevant women's issues, organizing a Spasso House reception to highlight certain issues (i.e., Women Waging Peace). **Approach:** Participate actively by sharing information and suggesting topics for discussion. **Responsible Party:** Mission Management, Gender Advisor

N. Participate in/Establish Donor Coordination on Gender: The Mission Gender Advisor should participate in donor coordination opportunities on gender – including the World Bank, the United Nations Development Programme (UNDP), and Technical Assistance for the Commonwealth of Independent States (TACIS) – all of which have gender programs and/or gender mainstreaming mandates. The gender meetings for donors are a good opportunity for donor coordination, if appropriate staff from all the relevant donors attend. **Approach:** Determine appropriate approach and begin. **Responsible Parties:** Mission Management, Program Officer, Gender Advisor

IX. Sectoral Issues and Opportunities

The following issues and opportunities are based on the series of meetings with CTOs, implementing partners, NGOs and other activities during the consultancy.

A. Recommendations: Economic

- Conduct gender analysis and monitor the impacts of all economic restructuring activities (e.g., cash benefit analysis, banking, land reforms). All analyses of reforms should include aggregate and disaggregated analysis, and specific focus on gender issues relevant to that reform (e.g., the effect of abandonment, divorce or death of a spouse on benefits or land ownership/transfer). Scopes of work should be reviewed to insure that the content and personnel will adequately address these issues. The resulting analysis will either confirm that men and women will be affected the same, or identify differences that may require policy decisions to resolve. Special awareness will be required to identify differences by regions – suggesting that the use of regional experts critical to producing relevant and accurate analysis.
- Increase gender sensitivity and balance in business development programs, including credit, business associations, and business support activities. All activities should be gender sensitive and strive for true equality of opportunity. Within this framework, women-specific programs should be part of a long-term mainstreaming strategy. Efforts should be made to avoid creating women's business "ghettos" or separate activities that do not interface with male-dominated spheres of influence (e.g., businesses associations, business schools, leadership and top management in medium and large enterprises).
- Focus on growth of women businesses. Microcredit programs should include assistance and programmatic incentives (e.g., reporting numbers or percentage of

clients that move to larger bank financing) to 'graduate' micro-businesses to small. Business association activities and other business development programs should collaborate to actively recruit women business owners to participate in business associations. Also, business development programs, including education and training programs at all levels (e.g., JAR) should integrate necessary concepts and programming focus toward a goal of increasing the number and capacity of women in business management and ownership.

- Sex discrimination and sexual harassment issues should be a required in all business and JAR training. These topics naturally fit in discussions about human resources, business ethics, efficiency and productivity in the workplace, etc. Instructors should be screened (and trained, if necessary) to ensure their attitude and competence on these topics is appropriate to model appropriate behavior and to maximize effectiveness.
- Track gender differences on SME barriers and corruption. The two USAID-supported research groups CEFIR and RLMS have the capacity and interest to compare their research results to analyze and compare regional impact. The results should be shared widely to implementing partners, especially to regional chambers of commerce and local governing bodies who could use it to advocate for change.
- Continue to share information between the Independent Directors' Association (IDA) and Committee 20, to promote research coordination and analysis on women and business issues.
- Consider a new framework for corporate social responsibility to better connect business to the needs of the community in which it operates. Companies need a healthy and productive workforce, and the community needs support to fill the gaps in the social safety net. More community support should create improvements on underlying causes of many identified gender issues (e.g., substance abuse, domestic violence, trafficking in persons). And, under a new framework, corporations could develop a community constituency to prioritize local needs over pressure to support bureaucratic demands, including corruption.

B. Recommendations: Democratic

- Promote gender sensitivity in the media sector, especially coverage of social issues for men and women. Targeted media training and competitions should continue to raise awareness of critical issues such as domestic violence, trafficking in persons, substance abuse, and poverty. Increased sensitivity by the media could help reduce the negative stereotypes of women in business and politics, and introduce more positive portrayals of men's involvement in home and family life.
- Support targeted women's rights & gender awareness activities in the regions. Although the Moscow-based organizations have made significant progress on gender equality awareness, many of the regions lag far behind. Due to outreach activities by the Moscow-based organizations and USG exchange programs, interested individuals and groups are emerging that should receive targeted support.
- Complete ABA-CEELI's efforts to coordinate the CEDAW Assessment Tool activity and report to help NGOs organize for and prepare a CEDAW shadow report to the GOR's next CEDAW report.
- Monitor for disparate gender impacts in access to justice. The monitoring of the

Russian legal system by the rule of law programs should also monitor for potential disparate gender impact and judicial approach toward domestic violence victims. Judicial training programs should include a domestic violence component and integrate gender issues into ethics training (e.g., equal access to justice and treatment of male and female litigants/lawyers/judges, sexual harassment).

- Encourage more client/member focus in NGOs. Support for NGO strengthening activities should favor those NGOs that most effectively represent and serve their clients or members. In many NGOs in the social service sector, staff needs technical training to be better qualified to meet the needs of their clients.
- Promote men's self-help/social support activities. Although social support and self-help activities are traditionally considered "women's issues," there is increasing recognition of the need to deal with some male-dominated social issues. In particular, the rapid spread of AIDS was initially overwhelming male IDUs, the majority of public alcoholism is highest among men, and youth crime has a male face. NGO and health activities should look for and promote opportunities to develop more men's self-help and social support activities, especially in the areas of reducing substance abuse and violence, and promoting positive parenting.
- Assist in women's political participation and issue-based campaigns. Targeted programming to promote women's political participation is still needed to change the trend toward decreased numbers of women in elected and appointed office. Disaggregated data should be used to promote issue-based campaigns that recognize the needs and interests of female as well as male voters.
- Support domestic violence awareness and protection, programs for legal assistance and counseling. The epidemic of domestic violence in Russia warrants continued support to raising awareness of the issue, and providing effective services to survivors. National legislation still needs to be passed, and more efforts should be focused on raising awareness in the regions.
- Use RLMS research capacity to study domestic violence attitudes and prevalence. With the additional of HIV/AIDS questions recently, the RLMS team has developed the capacity to effectively ask sensitive questions. Similarly, a relatively simple addition of questions to the current RLMS survey could provide useful data for current domestic violence organizations, and for planning and implementing future programs. To analyze trends, the questions should be included in future annual RLMS surveys.
- Promote awareness of Trafficking in Persons (both female and male). Advocacy is still needed to get the needed comprehensive legislation passed. Due to the low number of victims identified, more emphasis should be on preventative services for potential victims. More attention needs to be paid to identifying at-risk individuals and providing services that reduce the risk of them becoming trafficking victims. Considering the greater prevalence of and lack of services for domestic violence survivors, efforts should be made to better coordinate the limited resources available to deal with both types of victims/survivors.
- Continue to include gender integration as an integral part of local governance activities, covering such issues as gender-sensitive budgeting and gender issues in public hearings and monitoring of reform programs.

C. Recommendations: Social Sector/Health

- Overlap with economic and democratic areas. See above.
- Track gender statistics. The health area has some of the best disaggregated data available in Russia, including on poverty, health, migration/mobility patterns, from the GOR and numerous health surveys and studies. More should be done to track gender statistics and to use gender differences, as appropriate, to target resources.
- Support reproductive health programs. Important areas of focus include male involvement, provision of services and supplies, STI/HIV/AIDS education and prevention, and rolling out of lessons learned from the WIN program. Reproductive health activities support many goals, such as reducing maternal and infant mortality, preventing STI/HIV/AIDS, promoting healthy families, reducing domestic violence, etc.
- Continue targeted health and healthy lifestyle activities (including health and human rights issues such as domestic violence victim services). The demographic crisis in Russia demands that attention be paid to this issue, especially the unhealthy behaviors leading to low life expectancy among men.
- Parenting education. With the breakdown in families, exacerbated by urban migration, mothers and fathers need more and better information on parenting. Parenting education that includes gender concepts should help reduce child abandonment and domestic violence, and improve family health.

D. Regional Opportunities

- Use a strategic gender framework. In the regions, gender awareness can be more effective if focused on economic and health issues. The term “gender” is not well understood and often associated with Moscow academics, especially since the term was imported into the Russian language. However, almost everyone in Russia is concerned about two things: 1) money and 2) survival/quality of life – both of which are at the core of gender analysis. Thus, by focusing on those two issues, the gender concepts not only become understandable, but critical to the population and development programs.
- Focus on labor market needs. Human capacity development need to be more closely connected to labor market needs, and based on a more comprehensive understanding of the background and experience of both men and women. The emergence of gender biases, internally and from abroad, seems to be promoting ineptitude and inefficiency in the private sector. With gender sensitivity, human capacity development activities should promote women’s leadership in recognition of women’s past experience and the future needs of the economy.
- Gender in economic development. To overcome the lack of business knowledge and high unemployment rates, micro-finance programs could encourage more men to start small and learn business as many women have. Regionally, especially in areas with more bias against women in business, activities need to put more emphasis on promoting the growth of women-owned businesses beyond the micro level.
- Develop youth business. Expand JAR-type activities to create viable youth businesses: include both young women and young men from mainstream and minority/indigenous communities. Development of youth business will help reduce unemployment, and also contribute to other goals such as slowing the brain drain (especially from the

RFE), reducing the risk of trafficking especially of young women, and reducing the unhealthy lifestyle choices especially of young men (crime and drug use). The Partnership Program already has some success with a JAR pilot working with college students.

- Increase Research and Analysis. Opportunities exist through current partners and beneficiaries of other USG activities and exchange programs to increase the amount and relevance of regional research and analysis. Resources should be targeted to develop capacity and increase opportunities for local analysis, including in the area of gender. Examples might include technical institutes and universities in the RFE, and regional gender studies centers such as in Samara.

Scope of Work (SOW) for the Mandatory Gender Assessment Associated with the Preparation of USAID/Russia's Country Strategy

Gender Assessment USAID/Russia

I. BACKGROUND

Since the inception of the USAID Mission to Russia program, the Mission has recognized the challenges to the equal advancement of both women and men. In an effort to build upon existing programming and current activities in the country, the Mission intends to institute more targeted strategy development to reflect the key role of gender considerations in the achievement of its goals and strategic objectives.

Currently the Mission is working toward the achievement of nine strategic objectives and crosscutting activities, which encompass all program resources managed by the Mission. The existing country strategy amendment no longer reflects the current conditions in Russia or the new thinking about targeted USG assistance to Russia. A country strategy plan (CSP), which will be developed over the next few months, will reflect the changing realities and opportunities for development assistance in Russia. The nine objectives are grouped into the three strategic assistance areas on which USAID/E&E Missions focus: (1) economic growth, (2) democratic transition, and (3) health.

The current SOs are as follows:

- S.O. 1.31: Small and Medium-size Enterprise Sector Strengthened and Expanded
- ❖ Business development activities such as support to business support institutions and improving access to micro-credit.
- S.O. 1.41: Market-oriented Reforms Developed and Implemented in Selected Sectors
- ❖ Fiscal reform, banking reform, strengthening economic policy think tanks and training in international accounting standards
- S.O. 1.61: Environmental Resources Managed More Effectively to Support Economic Growth
- ❖ Forestry and replication of lessons learned from successful environmental projects.
- S.O. 2.11: A More Open, Participatory Society
- ❖ Increased independence of media, strengthening the non-governmental organization sector, human rights, and free and fair elections
- S.O. 2.21: Legal Systems Strengthened
- ❖ Human rights advocacy and work with judiciary
- S.O. 2.31: More Responsive and Accountable Local Governance
- ❖ Local governance and anti-corruption projects.
- S.O. 3.21: Use of Improved Health and Child Welfare Practices Increased
- ❖ Women and infant health, control and prevention of infectious disease, assistance to orphans, communications and service delivery, and improved efficiency of municipal services.
- S.O. 4.10: Special Initiatives [not managed by USAID]
- ❖ U.S. Russia Investment Fund (TUSRIF) managed by Delta Capital Management since 1999.
- S.O. 4.20: Cross-cutting Initiatives/Program Support
- ❖ Program and project evaluations; socioeconomic surveys; support to Regional Reform Initiatives; training for NGO leaders, private entrepreneurs, and other Russians; and

(majority of funding) to small grants to Russian organizations and their partners managed by Eurasia Foundation.

The Russia Mission is currently conducting pre-strategy consultations with the E&E Bureau in preparation for the development for a country strategic plan (CSP) for FY 2005-FY 2009. The Russia Mission has identified the following Strategic Assessment Areas (SAA) as likely to be addressed:

Democracy and Governance;

Economic Growth;

Natural Resource Management;

HIV/AIDs;

Population, Health, and Nutrition; and

Several Special Objectives (Special Initiatives and Cross-Cutting Program Support).

A gender analysis is among the technical analyses and assessments that the Mission is required to conduct during the strategic planning process. Agency technical guidance (ADS 201.3.8.4) states:

Strategic Plans must reflect attention to gender concerns. Unlike other technical analyses described in this section, gender is not a separate topic to be analyzed and reported on in isolation. Instead, USAID's gender mainstreaming approach requires that appropriate gender analysis be applied to the range of technical issues that are considered in the development of a given Strategic Plan. Analytical work performed in the planning and development of SOs and IRs must address at least two questions: a. How will gender relations affect the achievement of sustainable results? and b. How will proposed results affect the relative status of men and women? Addressing these questions involves taking into account not only the different roles of men and women, but also the relationship and balance between them and the institutional structures that support them.

Carrying out a gender assessment of Mission programs will help guide the Mission in its CSP design and formulation and insure gender integration into the final product. The assessment is intended to facilitate the statement of appropriate gender equity goals for the Mission, identify needs for gender training, clarify additional topics for further gender analysis, provide preliminary guidance or language on incorporating gender into the Country Strategic Plan and help to draft a gender action plan that grows out of the current Strategy and informs the new one.

Among changes to be proposed as part of the new CSP, SO 1.31, 1.41, 1.61 will be collapsed into one joint economic growth SO and SO 2.11, 2.21, and 2.31 will be merged into one democratic transitions SO. SO 3.21, 4.10, and 4.20 will remain unchanged.

This scope of work describes four interrelated tasks:

- 1) Reviewing of key gender issues and gender-based constraints in Russia;
- 2) Assessing attention to gender in current Mission programs;
- 3) Assessing the institutional context that supports gender mainstreaming, both in the Mission and in the country; and,

- 4) Providing recommendations and draft gender action plan that recommends how the USAID Mission can support gender mainstreaming in its programs and achieve development outcomes that improve the situation of women relative to men in Russia.

II. PURPOSE OF WORK

The purpose of the Gender Assessment is to identify key gender issues and gender constraints that need to be addressed in the proposed program as part of the process for developing the new strategic plan for FY 2006-2011, and to provide an assessment of the existing country program portfolio, outlining the main areas where gender issues are of greatest essence. The Gender Assessment shall formulate detailed recommendations on how gender considerations can be integrated more systematically into the Mission's strategy and current and future country programs. This scope of work does not call for a full and detailed program design. It is expected that additional gender analysis will be needed for each sector as the drafting of the country strategy progresses.

III. TASKS

The primary tasks of the contractor/consultant are to:

- 1) Carry out a Gender Assessment and, based on this, design a Gender Action Plan.
 - Review the Mission's present and proposed strategic frameworks, results frameworks, and the program portfolio for their attention to gender, to identify key gender-based constraints, and assess potential gender and other issues in a future portfolio and/or strategic framework.
 - Produce assessment of possible entry-points for incorporation of gender considerations in ongoing activities and potential new programs or activities in the new strategy
 - Provide statements of the key gender based-constraints relevant to each Strategic Objective.
 - Assist in drafting gender-sensitive SOWs for Sectoral Assessments being carried out in conjunction with the CSP process.
 - Identifying resources and sources of sex-disaggregated data (and possibly other variables as appropriate e.g., age, income, and ethnicity) and for developing gender-appropriate indicators. The assessment team might offer suggestions for how to analyze the potential impacts of the Russia Mission's proposed strategic approaches on the relative status of men and women in Russia.
 - Identify local expertise on gender (e.g. NGOs, academics, research institutions, government ministries) that can be called on to provide in-depth technical assistance.
 - The assessment is to be organized and shaped by:
 - USAID/Russia strategic framework.
 - E&E approach to mainstreaming gender.
- 2) Address the operationalization of gender from the perspective both of technical offices and SO teams, and of Mission management, based on the analysis under Task 1 above. The assessment will fully address the Agency guidelines, requirements and directives.
- 3) Based on this assessment, design a Gender Action Plan that lays out the steps for mainstreaming gender in Mission policies and activities. These suggestions should be practical and address the perspective of both technical and support offices. The action plan is a document that is developed for the Mission based upon the consultants' gender assessment and recommendations. As finally formulated by the Mission, the detailed

USAID/Russia gender action plan shall address fully the requirements of Agency Directives.

- 4) The assessment should include *but not be limited to* the following elements:
 - The gender assessment described above.
 - Technical advice on development of Mission's Strategic and Results Framework to reflect the key role of gender considerations in the achievement of USAID goals.
 - Outline under each strategic objective of the key role of gender.
 - Recommendations on how to develop gender indicators of program impact and approaches for the collection and analysis of sex-disaggregated data
 - Prepare a) a specialized reports focused on the Economic Growth and Civil Society portfolios and b) a comprehensive Gender Assessment and Gender Action Plan covering all of the Mission policies and activities (integrating the specialized report).
- 5) Review Strategic Plan during final drafting phase, providing comments and recommendations to ensure adequate and appropriate Agency and Mission's approaches to mainstreaming gender.
- 6) Brief USAID/Russia staff and implementors.
- 7) Facilitate no less than two and no more than four sessions for Mission staff and their implementing partners. Each session will be from 45-60 minutes.
 - The briefings will focus on gender integration within one or more sectors, including one covering the economic growth, health, and democracy portfolios and one covering the entire Mission portfolio. Topics covered will include the policy and program rationales for integrating gender, as well as Agency guidelines, with particular emphasis on ADS directives.
 - Participants will be all the activity managers of USAID/Russia, SO team leaders, and Mission Units. Agenda and participants for the sessions will be determined in collaboration with the Mission Gender Advisor and the Program Office.
 - All briefings will be closely coordinated with the Mission Gender Advisor and the Program Office.

NOTE: The team is not expected to produce a full results package (SOs, IRs, and indicators) or an assessment and program recommendations in the period covered by this SOW.

IV. METHODOLOGY

1. Prior to departure for Russia, team members shall review documents forwarded by the Mission, EGAT/WID, and E&E Gender Advisor. These will include Mission policy and planning documents, such as the Annual Report; background information on gender issues in Russia, such as UNDP reports and other in-country data; gender assessments and gender action plans from other countries or regions which can be used as models by the team; and USAID policy and procurement guidelines.
2. During the data collection phase of the work, the team shall interview the following and collect related information where possible:
 - Members of the Missions' SO Teams, the Program Office, Gender Analysis Coordinator/ WID officer, Front Office, and other Units as identified by Mission.
 - A sample of USAID implementors, as identified by the Mission in advance (in order to facilitate appointments) and approved by the Mission.
 - Small sample of USAID-funded NGOs, as identified by the Mission in advance (in order to facilitate appointments) and approved by the Mission.
 - Major donors or other international organizations which have important gender programs in Russia, as identified by the Mission in advance (in order to facilitate appointments) and approved by the Mission.

- A presentation of the draft gender analysis to obtain feedback from Russia staff; and
 - Exit briefings with the Gender Analysis Coordinator/ID officer, the Program and Project Development office, and the Front Office.
3. All work shall use the gender approach in the latest Agency documents on integrating gender and E&E materials such as the USAID/E&E Strategic Framework and Integrating Gender fact sheet as well as materials developed by the Mission Gender Advisor.
 4. Strategy Development: The Gender Assessment and action plan will be used as the basis for the Consultant to review and suggest improvements to the Strategic Plan to ensure adequate and appropriate Agency and Mission's approaches to mainstreaming gender.

V. DELIVERABLES

1. Gender Assessment & Action Plan:

The Gender Assessment and Action Plan will use the data from interviews and secondary sources to assess the appropriate technical areas for gender emphasis and make recommendations for future actions for gender integration, described above as the first task. The document should also be the basis for further technical assistance, provided by USAID/Russia. A preliminary report shall be submitted to the Mission upon completion of fieldwork, with an electronic copy forwarded to the Mission Gender Advisor and the Gender Analysis Coordinator/WID division. Both offices will provide written comments to the Technical Expert and Team Leader electronically within 10 working days of receipt.

- A revised draft of the preliminary report shall be integrated into the comprehensive Gender Assessment & Action Plan discussed below.

2. Gender Assessment & Action Plan – Comprehensive Report:

The Gender Assessment and Action Plan will use the data from interviews and secondary sources to assess the appropriate technical areas for gender emphasis and make recommendations for future actions for gender integration, described above as the first task. The document could also be the basis for further technical assistance, provided by USAID/Russia. The comprehensive report will include an overall assessment, integrating the content of specialized reports with the analysis of the Office of Health (OH), Office of Democratic Initiative (ODI), and the Office of Economic Growth (OEG) portfolios.

- A preliminary draft shall be submitted to the Mission upon completion of fieldwork, with an electronic copy forwarded to the Mission Gender Advisor and the Gender Analysis Coordinator/WID officer in addition to three hard copies. Both offices will provide written comments to the Team Leader electronically within 10 working days of receipt.
- A revised draft Gender Assessment & Action Plan, incorporating above comments shall be submitted to the Mission and WID not later than 10 working days after receiving the above comments. Both offices will provide written comments to the Team Leader electronically within 10 working days of receipt.
- The Final Gender Assessment & Action Plan will be submitted within 10 working days after receiving comments on the revised draft.

3. Briefings:

Facilitate no less than two and no more than four sessions or meetings for Mission staff and implementing partners. The Technical Expert will facilitate at least one of the sessions on the Economic Growth portfolios and the Team Leader will facilitate at least

one of the sessions on all of the Mission's portfolios of activities – OEG, ODI, & OH. Each session will be from 45-60 minutes. Topics covered will include integrating gender results in more effective development and Agency policy, planning, and procurement guidelines.

Estimated Level of Effort:

It is anticipated that the services of a team of two consultants will be required for up to 60 working days, and a Russian interpreter/logistics person for up to 18 working days. The team should consist of a Team Leader and a Technical Expert with strong background in business development, and a Russian interpreter/logistics person for the in-country segment. Each consultant will have up to 5 days for preparation beforehand, 2 days for travel, 18 working days in country, and 5 days at home to complete the draft and final documents. The Team Leader will have primary responsibility for coordinating the writing, editing, and approval process of the report. The Technical Expert can spend a shorter period of time in country, but not less than 6 working days. A six-day workweek will be authorized overseas to be used if necessary.

Minimum Qualifications:

Both the Team Leader and the Technical Expert must be experienced in gender analysis, preferably in the NIS and preferably within the context of USAID activities. The Technical Expert should have a business degree and a minimum of 3 years business experience. The Russian interpreter/logistics person must have native fluency in Russian, fluency in English, experience with interpretation on development topics, and experience arranging logistics for foreigners in Russia.

Performance Period:

It is anticipated that this work will begin on/about June 1, 2004. The work will be completed by August 31, 2004.

BACKGROUND ON RUSSIAN FAR EAST (RFE) ECONOMIC DEVELOPMENT

Positive trend in the tables is highlighted in blue.

Negative trend in the tables is highlighted in red.

Economic specialization of the Russian Far East has been historically limited to the exploitation of natural resources, mostly timber, sea biological resources, oil and gas. Over 70 different minerals have been discovered in the Russian Far East. By the end of 1990's, the RFE supplied over 20% of national demand for natural resources: 90% of Russian diamonds, 80% of Russian tin and 50% of Russian gold is mined from the RFE. The territory of the region exceeds 6 million square kilometers (36% of Russia's landmass). At the same time, the population of the Russian Far East slightly exceeds 7 million people (4.9% of Russia's population). The vastness of the territory and limited population, underdeveloped economic and social infrastructure, as well as the fact of being over 8 000 kilometers from the federal center (Moscow) lead to a variety of social, political and economic problems.

In an attempt to deal with these issues, the Government of Russia (GOR) introduced in 1996 a 10-year Federal Economic Development Program for the Russian Far East and Baikal Region. The goal of the Program was to boost regional economic growth, facilitate integration of the regional economy in the Asian-Pacific international economic environment and support the social sector of regional economy. The Program was revised in 2002, as a result the Program budget was cut five times to 14 billion US dollars (in 2002 prices) and the period of Program fulfillment was extended till year 2010.

The most significant change affected the social part of the Program. The initial version of the Program allocated 6% of the total Program funds for the social issues. The amended Program allocated for social needs only 0.77% of total Program funds. Thus, in 2003 the Program provided only 90 rubles of social support (3 US dollars in 2003 prices) for each RFE person. Taking into consideration the fact that in the ten-year period (1991 – 2001) the RFE has lost over 12% of its population; additional measures have to be taken to improve the quality of life in the region.

Today the life expectancy in the Russian Far East is 54 years for men and 62 years for women²⁴. This shows negative trend for the RFE in comparison to the national life expectancy indicator: 59 years for men and 73 years for women.

POPULATION OF THE REGIONS on January 1, 2003 (in thousands of people)

Region	1979	1989 (1989/1979)	2000 (2000/1989)	2001 (2001/2000)	2002 (2002/2001)
<i>Russian Federation</i>	137 410	147 022 (107%)	145 559 (99%)	144 819 (99%)	143 954 (99%)
Novosibirskaya Oblast	2 620	2 779 (106%)	2 740 (98.5%)	2 731 (99.7%)	2 717 (99.5%)
<i>Far Eastern Federal District</i>	6 845	7 950 (116%)	7 168 (90%)	7 107 (99%)	7 038 (99%)
Sakhalinskaya Oblast	662	710 (107%)	599 (84%)	591 (98.6%)	584 (98.8%)

²⁴ BIKI Magazine, February 24, 2003.

Khabarovskii Krai	1 369	1 598 (117%)	1 506 (94%)	1 496 (99%)	1 486 (99%)
Primorskii Krai	1 976	2 256 (114%)	2 172 (96%)	2 155 (99%)	2 125 (98.6%)

Estimation based on GOSKOMSTAT *The Demographic Yearbook of Russia, 2002*.

A decline in the regional and national population has been noticed throughout the entire period of economic transition, starting from 1989. The annual decline in national population for the last 3 years analyzed has been estimated at 1%. At the regional level, the decrease in population has been more accelerated. Most notable is the negative trend for Sakhalinskaya Oblast that lost 16% of its population in 11 years of economic reforms.

BIRTHS, DEATHS AND NATURAL INCREASE BY REGIONS (on January 1, 2002)

Region Years	Total, persons			Per 1000 population		
	births	deaths	natural increase	births	deaths	natural increase
Russian Federation						
1999	1 214 689	2 144 316	-929 627	8.3	14.7	-6.4
2000	1 266 800	2 225 332	-958 532	8.7	15.4	-6.7
2001	1 311 604	2 254 856	-943 252	9.1	15.6	-6.5
Novosibirskaya Oblast						
1999	21 688	37 165	-15 477	7.9	13.5	-5.6
2000	23 138	38 522	-15 384	8.4	14.1	-5.7
2001	24 791	39 311	-14 520	9.1	14.1	-5.3
Far Eastern Federal District						
1999	64 493	86 918	-22 425	9.0	12.1	-3.1
2000	66 503	90 441	-23 938	9.3	12.7	-3.4
2001	70 025	93 363	-23 338	9.9	13.2	-3.3
Sakhalinskaya Oblast						
1999	4 947	7 343	-2 396	8.2	12.2	-4.0
2000	5 210	7 547	-2 337	8.8	12.7	-3.9
2001	5 296	8 152	-2 856	9.0	13.9	-4.9
Khabarovskii Krai						
1999	11 979	20 048	-8 069	7.9	13.1	-5.7
2000	12 400	20 745	-8 345	8.2	13.7	-5.5
2001	13 615	21 639	-8 024	9.1	14.4	-5.3
Primorskii Krai						
1999	17 525	28 007	-10 482	8.0	12.8	-4.8
2000	13 147	29 513	-11 120	8.5	13.6	-5.1
2001	13 262	29 714	-10 058	9.2	13.9	-4.7

GOSKOMSTAT *The Demographic Yearbook of Russia, 2002*.

In general, the RFE has better indicators of the level of natural increase in comparison to the national indicators. Since 1989, the RFE population has been constantly decreasing, reaching in 2002 the level of 7.038 million people with a 3.3 persons per 1000 population natural decrease. Among the four analyzed regions, Sakhalinskaya Oblast demonstrated the negative

trend of rapid decrease of the natural population growth (in three years this indicator went down from -4.0 to -4.9 persons per 1000 population).

NET MIGRATION RATE BY REGIONS by January 1, 2003 (per 10 000 population)

Region	1994	1999	2000	2001
<i>Russian Federation</i>	55	11	15	5
Novosibirskaya Oblast	73	28	20	5
<i>Far Eastern Federal District</i>	-192	-97	-52	-64
Sakhalinskaya Oblast	-323	-124	-84	-61
Khabarovskii Krai	-93	-57	-16	-14
Primorskii Krai	-24	-53	-26	-96

GOSKOMSTAT *The Demographic Yearbook of Russia, 2002.*

The RFE has been characterized by a negative migration rate for the past ten years. Among the regions in question, the most critical situation was noted in Primorskii Krai, where in 2001, in comparison with the previous year, three times more people migrated from the region. One of the reasons was the severe unemployment problem in Primorskii Krai (see table below). Positive change has been noted in Sakhalinskaya Oblast, where the negative migration trend improved as a result of oil and gas project development.

NUMBER OF UNEMPLOYED BY REGIONS (by January 1, 2003)

Region	total number	men	women	urban unemployed	rural unemployed
<i>Russian Federation</i>	1 499 749 (100%)	487 189 (33%)	1 012 560 (67%)	896 755 (60%)	602 994 (40%)
Novosibirskaya Oblast	18 311 (100%)	5 054 (28%)	13 257 (72%)	13 810 (75%)	4 501 (25%)
Sakhalinskaya Oblast	7 648 (100%)	2 565 (34%)	5 083 (66%)	5 342 (70%)	2 306 (30%)
Khabarovskii Krai	19 960 (100%)	7 016 (35%)	12 944 (65%)	12 806 (64%)	7 154 (36%)
Primorskii Krai	39 105 (100%)	12 787 (33%)	26 318 (67%)	20 686 (53%)	18 419 (47%)

Estimation based on GOSKOMSTAT *Labor and Employment Data on Russia, 2003.*

Among the RFE territories, the largest number of unemployed people was registered in Primorskii Krai: 39 105 unemployed people (67% women). This is twice the number of unemployed registered in Novosibirskaya Oblast or Khabarovskii Krai and five times the number of unemployed people, registered in Sakhalinskaya Oblast. In Novosibirskaya Oblast, the number of unemployed women exceeds the number of unemployed men almost three times. In other regions, the ratio of the unemployed women to the unemployed men is close to 2:1.

**NUMBER OF GRADUATES OF STATE INSTITUTES OF HIGHER EDUCATION
by January 1, 2003 (in 1000 persons)**

Region	1990	2000 (2000/1990)	2001 (2001/2000)	2002 (2002/2001)
<i>Russian Federation</i>	401.1	578.9 (144%)	647.8 (112%)	753.1 (116%)
Novosibirskaya Oblast	10.6	15.4 (145%)	18.2 (118%)	20.6 (113%)
<i>Far Eastern Federal District</i>	15.3	29.2 (191%)	26.9 (92%)	33.0 (122%)
Sakhalinskaya Oblast	0.4	0.9 (225%)	0.9 (100%)	1.2 (133%)
Khabarovskii Krai	5.3	8.1 (153%)	9.8 (121%)	11.5 (117%)
Primorskii Krai	5.8	7.0 (121%)	8.2 (117%)	9.5 (116%)

Estimation based on GOSKOMSTAT *Labor and Employment Data on Russia, 2003*.

All analyzed regions demonstrate an increase in the number of graduates from higher educational institutions. In general, during the twelve-year period 1990-2002, the number of graduates from the RFE-based GOR-funded higher educational institutes increased two times.

NUMBER OF SMALL ENTERPRISES BY REGIONS (by the end of each year)

Region	2000		2001		2002	
	<i>in 1000</i>	<i>% of total</i>	<i>in 1000</i>	<i>% of total</i>	<i>in 1000</i>	<i>% of total</i>
<i>Russian Federation</i>	879.3	100.0	843.0	100.0	882.3	100.0
<i>Sibir Federal District</i>	103.8	11.8	100.7	12.0	92.1	10.5
Novosibirskaya Oblast	23.7	2.7	23.7	2.8	23.6	2.7
<i>Far East Federal District</i>	41.2	4.7	40.4	4.8	35.5	4.0
Sakhalinskaya Oblast	4.9	0.6	4.9	0.6	4.7	0.5
Khabarovskii Krai	8.3	0.9	8.3	1.0	9.1	1.0
Primorskii Krai	16.1	1.8	16.1	1.9	11.3	1.3

GOSKOMSTAT Small Business in Russia, 2003

According to the official data, the Novosibirsk region leads in the number of small enterprises among the four regions analyzed. It should be noted that the number of small businesses in the Sibir Federal District exceeds those in the Far East Federal District by 2.6 times. Among the Far Eastern regions, the leader in this aspect is Primorskii Krai that accounts for only 1.3 of the total number of small businesses in Russia, 11,300 enterprises on January 1, 2004. The number of small businesses in all analyzed regions had not changed significantly over the three-year period, with the exception of Primorskii Krai where the number of small businesses dropped by 30% in the last year analyzed.

ADDITIONAL OBSERVATIONS:**Novosibirskaya Oblast**

- Stable economic environment.
- Three times more unemployed women than unemployed men.
- Positive net migration rate. Natural decrease in population.
- Active women's NGO sector.
- Awareness on democracy issues. Local initiatives on promoting women to elected governmental positions.
- Active youth and health NGOs (HIV/AIDS prevention programs).
- Awareness on the TIP issues, lack of education on domestic violence.

Sakhalinskaya Oblast

- Development of Sakhalin-2, Sakhalin-1 projects led to creating additional employment opportunities for specialists of oil, gas and supporting industries. As a result, the negative migration trend improved significantly. In 1994, the net migration indicator -323 persons per 10 000 population; in 2001, this indicator reached -61 persons per 10 000 population. Yet the need for specialists in rather narrow fields, inability of the local higher educational establishments to meet the needs of the labor market, as well as the unwillingness of the oil and gas companies to provide long term employment programs and relevant social safety net for the employees lead to the situation when specialists from the mainland are chosen over the locally trained ones.
- Big gap in the level of income for different groups of population. For the oil and gas specialists the average income is 1000 US dollars a month. For the GOR-funded institutions, the average income does not exceed 300 US dollars a month. The middle class is almost non-existent.
- Lack of local initiatives in developing the NGO sector and supporting services (slow SME development). Lack of understanding of the regional economic situations, existing problems and ways of dealing with them. Certain problems with HR management were also noted.
- Existing NGOs tend to compete with each other for the funds, rather than focus on fulfilling common goal of serving the needs of the society and/or finding a niche in the social services market.

Khabarovskii Krai:

- Stable political situation in the region.
- Strong and influential regional administration.
- Conservative society.
- Good scientific potential (11 higher educational establishments in Khabarovsk, highest rate of university graduates among RFE regions, regional branch of the Russian Academy of Sciences)
- Experienced and active regional Chamber of Commerce. Access to the research results, conducted by implementing partners in RFE regions can provide the local Chamber of Commerce and regional administration a better understanding of weak and strong points in the regional economic, democratic and social situation.

This implies positive consequences: a predictable business environment and ability to do future business planning; as well as negative ones: more administrative barriers, more costly

business start-up procedure, and a lack of active SME development. The region has great potential for developing a service sector and secondary production sector. Yet these fields are developing very slowly since the region follows a traditional economic development pattern of focusing on raw materials extraction and sales (mostly timber and sea biological products).

- Very passive NGO sector. Lack of women NGOs, lack of local initiative to cooperate on the issue of a developing social sector.
- Lack of understanding on issues of domestic violence.
- Active USAID implementing partners. However, the results of their activities may have a more extended positive effect in case of joint efforts in dealing with the issues of regional social and economic development (e.g., economic education for indigenous population, including youth programs and healthy life style projects).

Primorskii Krai

- Unstable political and economic environment.
- In comparison to the other RFE regions, Primorie has a very actively developing SME sector. Yet the criminalized business sector limits women's abilities and eagerness to enter the sector.
- Passive regional Chamber of Commerce, lack of regional data on economic and social sector.
- Growing number of unemployed people (largest number of unemployed people among the analyzed RFE regions).
- Critical situation with negative net migration rate, especially for the rural areas of the region (in 1994, 24 persons of each 10 000 of population left the region; in 2001, 96 persons of every 10 000 of population left the region).
- Competition between the existing implementing partners. Lack of cooperation with the local NGO sector.
- Active women's NGO sector, especially in the form of women's crisis centers. Visible cooperation between existing NGOs.
- Active youth and health centers (focused on HIV/AIDS Prevention). Additional support for the most active local initiatives will assist in fighting the growing number of HIV positive cases.

The issue of trafficking in persons is not addressed by the local government, yet the problem exists for both men and women. Additional support is needed for establishing/ supporting the centers, able to provide psychological and legal consultations for the trafficked persons.

Gender Assessment Schedule and Contact List

1

Organization	Contact name	Contact information
<i>MOSCOW</i>		
June 23, 2004 (Wednesday)		
Center for Fiscal Policy	Galina Kurlyandskaya, Director Ekaterina Sergeeva, Business Development Manager	Novinskiy Blvd. 11A, Moscow 121099 Tel. (095) 777-6583 gvk@fpcenter.org esergeeva@fpcenter.org
Alliance of American and Russian Women	Elena Fedyashina, Executive Director	Stolovyi Pereulok 6, Building 2, Moscow 121836 Tel. (095) 290-5385 aarwomen@online.ru
June 24, 2004 (Thursday)		
National Democratic Institute (NDI)	Terry Horton, Director Valentina Petchenko, Program Officer	B. Karenyi Pereulok 7, Building 1, Moscow 121069 Tel. (095)956-6337 valentina@ndi.ru
The GOLOS Association of NGOs	Lilia Shibanova, Executive Director	B. Karenyi Pereulok 7, Building 1, Moscow 121069 lilia@golos.org
John Hopkins University, Center for Communication Programs Healthy Russia 2020 Program	Neill McKee, Chief of Party Olga Volkova, Communication Department Manager	Gazetnyi Pereulok 5, office 351- 368, Moscow 125993 Tel. (095) 229-4333 neill@hr2020.ru ovolkova@fzr.ru
Institute for Sustainable Communities (ISC)	Richard Ashton, Chief of Party	ul. Gubkina 14, office 75, Moscow 117312 Tel. (095) 937-5002
June 25, 2004 (Friday)		
International Republican Institute (IRI)	Marina Malysheva, Director	B. Sukharevskaya Ploschad 16/18, Buildin 1, Entrance 5, Room 31A, Moscow 103045 Tel. (095) 956-9510, 8-910-402-7555
ACDI/VOCA Mobilizing Agricultural Credit Program	Michael Harvey, Chief of Party	ul. Rozanova 10/1, Moscow 123007, Tel. (095) 232-3303/3304 m.harvey@g23.relcome.ru
COMCON Research International	Elena Koneva, Director	ul. Masterkova 4, Moscow Tel. (095) 502-9898 koneva@comcon-2.com
Population Services International (PSI) HIV/AIDS Prevention Program	Nicola Morgan, Country Director Anna Fedorova Deputy County Director	Leningradskiy prospect 36/21, office 630, Moscow 107031 Tel. (095) 212-2372 nicola@psirusia.ru

		anna@psirussia.ru
June 28, 2004 (Monday)		
Institute for Urban Economics	Marina Lyuborakina, Director	ul. Tverskaya 20/1, Moscow 125009 Tel. (095) 787-4520
Center for NGO Support	Aleksandr Borovykh, Ekaterina Grishkova	ul. Novyi Arbat 11, 6 th Floor, Moscow; Tel. (095) 291-5729
American Bar Association Central and Eurasian legal Initiative (ABA/CEELI)	Elizabeth Duban, Gender Justice Program Liason	B. Yakimanka 26, 1 st Floor, Moscow 119180 Tel. (095) 789-8280 eduban@abamos.ru
July 16, 2004 (Friday)		
Independent Directors Association	Dmitriy Cherkaev, Head of Research Center	ul. Nikolo-Yamskaya 40/22, Moscow Tel. (095) 797-9643/9642 cherkaev@corp-gov.ru
ANO Internews / Independent Television	Manana Aslamazyan, General Director Nadya Khvorova, Deputy Director	Tsentralnyi Dom Zhurnalista, Nikitskii Blvd 8A, Moscow 119019 Tel. (095) 956-2248 manana@internews.ru khvorova@internews.ru
Center for International Private Enterprise (CIPE) SME Policy Advocacy Program	Natalia Titova, Program Officer	ul. Ilinka 5/2, Moscow 103012 Tel. (095) 929-1025 cipemosc@online.ru
July 19, 2004 (Monday)		
Center for Economic and Financial Research (CEFIR) Deregulation Implementation Monitoring Survey	Oleg Zamulin	Nakhimovskii Prospect 47, Office 1721, Moscow 117418 Tel. (095) 129-3911
Institute of Sociology (RLMS)	Polina Kozareva	ul. Krzhizhanovskogo 24/35, korpuz 5, Moscow 117418 Tel. (095) 125-8088
Chemonics International	Alexander Shibanov, Chief-f-Party	ul. Ilinka 4, Gostiny Dvor, 4 th floor, Business Center “Kapital”, Suite 417 Tel. (095) 781-4689 ashibanov@chemonics.org.ru
Radio Foundation	Natalia Vlasova, General Director Natalia Kosheleva, Director of Development	ul. 2 nd Fruzenskaya, 8, Moscow 119146 Tel. (095)956-3113/14 vlasova@fnr.ru nkochele@fnr.ru
July 20, 2004 (Tuesday)		
Russian Microfinance Center, Microfinance Sector	Michail Mamuta, Acting Director	Tel. (095) 258-8705, 258-8709 mmamuta@rmcenter.ru

Support Program		
IREX, Assistance to Russian Orphans (ARO)	Christofer Cavanaugh, Co-Director	Gazetniy Pereulok 5, 6 th Floor, Moscow 125993 Tel. (095) 956-0978 ccavanaugh@irex.ru
IREX, Russian Independent Print Media Program	Michail Kaluzhskii	B. Afonasiievskii pereulok 36/13, Moscow Tel. (095) 995-1259
NOVOSIBIRSK		
June 30, 2004 (Wednesday)		
Inter-Regional Public Foundation Siberian Civic Initiatives Support Center	Elena Malitskaya, President Kira Grebennik, Strategic Development Consultant, Ludmila Soloboeva, Program Manager,	Prospect K. Marksa 57, office 702, Novosibirsk 630073 Tel. (3832) 464532, 465477 lena@cip.nsk.su kira@cip.nsk.su ludmila@cip.nsk.su
NGO Humanitarian Project “HIV/AIDS Prevention”	Denis Kamaldinov, Director	ul. Maksima Gorkogo 104, Novosibirsk Tel. (3832) 205118, 205119 8-913-9038714
July 1, 2004 (Thursday)		
Independent Television PTV (Internews)	Olga Morozova, Program Manager	ul. Nemirovicha-Danchenko 104, Novosibirsk Tel. (3832) 545375
Junior Achievement Russia MEDIA School	Elena Stupina, Program Coordinator	ul. Dinamovsev 5, Novosibirsk Tel. (3832) 456931
Institute for Social Technologies (IRI)	Galina Ivanova, President Elena Turetskaya	ul. Nemirovicha-Danchenko 137, Room 8, Novosibirsk Tel. (3832) 445048(office) 8-902-9130395 (cell) iva@online.nsk.su turetskaya@mail.ru
FINCA Tomsk- Novosibirsk, Regional Microfinance Program	Tim Tarrant, Program Director	ul. M.Gorkogo 39, Novosibirsk 630099 Tel. (3832) 232713, 125891 ttarrant@finca.tomsk.ru
KHABAROVSK		
July 5, 2004 (Monday)		
ANO Green House Civic Initiatives Program	Sergey Pleshakov, Program Coordinator	ul. Sevchenko 4, Khabarovsk tel.(4212) 420668, 420669 segey@green-house.khv.ru
Institute for Sustainable Communities, RFE Civic Initiatives Program	Garry Ledbetter, Chief of Party	ul. Turgenieva 69, Khabarovsk 680000 Tel. (4212) 32-67-17, 30-61-97 gledbetter@isc.khv.ru

Russian-American Educational Center / Sustainable SME Development in the RFE	Anna Kochemasova, Director	ul. Gerasimova 38, Khabarovsk Tel. (4212) 343734, 647171 anna@raec.khv.ru
Gubernia TV Company / Independent Television (Internews)	Inna Piven, Deputy Director	ul. Lenina 2, Khabarovsk, 680000 Tel. (4212) 313527 (office) 8-902-542-1540 (cell) inna@gubernia.com
July 6, 2004 (Tuesday)		
FOREST Project	Patrick Perner, Project Manager Nina Danilyuk, Senior WINROCK Representative Officer, Oksana Glovatskaya, Public Information Specialist	ul. Muravieva – Amurskogo 18, office 402, Khabarovsk 680000 Tel. (4212) 327141, 327024, pperner@forestproject.ru ndanilyuk@forestproject.ru oglovatskaya@forestproject.ru
ReACT Consortium of Business Associations/ CIPE	Igor Vostrikov, Project Coordinator	ul. Sheronova 137, Room 27, Khabarovsk Tel. (4212) 328233 feccivos@fecci.khv.ru
July 7, 2004 (Wednesday)		
Assistance to Russian Orphans (ARO 2)	Lubov Latypova, Khabarovsk Program Representative	Tel. (4212) 333830 8-902-777-1324 (cell) llove@pop.redcom.ru
WINROCK “Path to Success!” Program	Michael Johannes, Program Director Natalia Alekhina, Grant Program Coordinator Tatiana Marach, Public Outreach Coordinator	ul. Muraviova-Amurskogo 18, Khabarovsk 680000, Tel. (4212) 30-85-67, 31-0818 mjohannes@success.winrock.ru nalekhina@tpp.winrock.ru tmarach@tpp.winrock.ru jurakova@tpp.winrock.ru
CONTACT Youth Clinic	Valentina Ayupova, Deputy Director	ul. Lva Tolstogo 22, Khabarovsk Tel. (4212) 304585, 305676
US – RFE Partnerships /FRAEC	Natalia Proskurina, Deputy Program Manager	Tel. (4242) 727124, 727125 (work) (4242) 253759 (cell) nproskurina@fraec.org
YUZHNO-SAKHALINSK		
July 9, 2004 (Friday)		
Civil Initiatives Support Resource Center Open World	Irina Zyn, Director	ul. Dzerzhinskogo 34, Office 23, Yuzhno-Sakhalinsk 693000 Tel. (4242) 420508 diva@sakhalin.ru
ACDI/ VOCA Sakhalin Regional Micro Credit Program	Evgenia Pack, Project Director Executive Assistant	ul. Khabarovskaya 2, Yuzhno-Sakhalinsk 693010 Tel. (4242) 726199, 421874

		pack_ev@acdi.sakhalin.su
Junior Achievement Russia	Sofia Pack, Program Coordinator	ul. Pobedy 25A, office 101, Yuzhno-Sakhalinsk Tel. (4242) 559526 (office) 8-902-7050056 (cell) ja@sakhgu.sakhalin.ru
Russian-American Business Training Center /ARC	Oksana Molodtsova, Director Elena Shugaeva, Deputy Director	ul. Lenina 296, office 1, Yuzhno- Sakhalinsk Tel. (4242) 423285 omolodtsova@arc.sakhalin.ru elena.shugaeva@tau-ltd.com
VLADIVOSTOK		
July 12, 2004 (Monday)		
Resource Center ISAR Civic Initiatives Program	Olga Likhacheva, Program Coordinator	ul. Svetlanskaya 197, office 79, Vladivostok Tel. (4232) 205315, 269606
Center of Economic Education	Natalia Koneva, Deputy Director	ul. Stanukevicha 28A, office 520 Tel. (4232) 514293
Women Crisis Center “Angel Khranitel”	Ludmila Dreizer, Director	ul. Ochakovskaya 5, Vladivostok, Tel. (4232) 273406 (office) (4232) 273406 (home) wclyud@mail.ru
Women Crisis Center “Far Easten Center”	Svetlana Bazhenova, Director	ul. Komarova 15, Vladivostok, Tel. (4232) 432033 (office) (4232) 903312 (cell)
July 13, 2004 (Tuesday)		
Russian-American Educational Center	Margarita Chupikova, Director	Tel. (4232) 355768 raec.vlad@mail.ru
University of Economics and Services, Department of Gender Studies	Ludmila Erokhina	ul. Gogolya 41, room 1440, Vladivostok Tel. (4232) 352156 (home) (4232) 404074 (office) ludmila.erokhina@vvsu.ru
Far Eastern Center for Economic Development /Think Tank	Aleksandr Abramov, Director	ul. Okyabrskaya 27, room 352, Vladivostok Tel. (4232) 449974 (office) (4232) 715016 (cell) fecenter@imcs.dvgu.ru
NGO Civic Initiatives Support Center HIV/ AIDS Prevention Program	Valeriy Epov, Director Sergei Shagaleev, Deputy Director	Prospect Krasnogo Znameni 10, room 403, Vladivostok Tel. (4232) 456999, 450222 valera@zdorovo.org
July 14, 2004 (Wednesday)		
Youth NGO “Life” Regional Clinical AIDS Center	Elena Vaitovskaya, Director Maria Verevkina, Project Coordinator	ul. Borisenko 50, room 2, Vladivostok 690011 Tel. (4232) 236311, 236372 veritas80@inbox.ru
American Consulate	Pamela Spratlen,	ul. Pushkinskaya 32, Vladivostok

General	Consul General	690001 Tel. (4232) 300070 spratlenpl@state.gov
---------	----------------	--

EXAMPLES OF EVALUATION CRITERIA

General Integration of Gender

- Gender Overall: Likelihood to reach and benefit a diverse group of beneficiaries, including both female and male [young/old] people [entrepreneurs, etc.] from both minority and majority ethnic groups.

Some examples of criteria that evaluate the capacity of NGOs and contractors to address gender issues in activity implementation are:

- Gender-relevant research, background analysis, or assessments, and consultations with women's advocates working in the sector and with female and male customers as part of the activity's concept development process.
- Gender analysis as part of the activity design and training, and as a routine part of procurement actions (i.e., subcontracts, task orders, SOWs for consultants).
- Gender-equitable participation in different aspects of the activity.
- Sex-disaggregated data for indicators and targets.
- Gender criteria in evaluation of the project's progress and impact

For staff qualifications look for:

- Key personnel who have demonstrated sectoral and gender analysis skills
- Position descriptions, including for leadership, that explicitly require expertise in gender among US- and field-based staff.

For institutional capacity look for:

- Demonstrated institutional commitment to gender issues in previous contracts, cooperative agreements or grants
- Gender equitable institutional policies and mission statements, including equal opportunity employment practices.
- Publications on gender issues
- Experience in participatory methodologies, working with diverse constituencies, and ensuring stakeholder participation
- Undertaking gender training for staff, collaborating partners and in country associates.

Example of Gender Contract/Grant Language

Gender integration is an important part of this project, focusing on the participation of and benefits to each gender. To the greatest extent possible, the Contractor/Recipient shall seek to include both men and women in all aspects of this program including participation and leadership in meetings, associations, working groups, training and counseling activities, exchanges, and delegations.* The Recipient shall collect, analyze and submit to USAID sex-disaggregated data and propose actions that will address any identified gender-related issues.

* Note: the activities listed should be modified to reflect the project that is being implemented