

*GCID Framework:
A Tool for Assessing
Institutionalization
of Gender Concerns
in Development
Organizations*



**United States Agency for
International Development
Office of Women in Development**

Preface

This Gender Analysis Tool Kit contains ten analytical tools which are intended to be clear, user-friendly devices for policy makers and project implementers to use in addressing gender issues in their development efforts. The tool kit was developed by the staff of the GENESYS (Gender in Economic and Social Systems) Project. GENESYS is a project funded by the USAID Office of Women in Development to support the Agency's efforts to institutionalize gender considerations in development assistance worldwide. The tool kit provides practical approaches to use in accomplishing that objective. Below are the titles of the ten tools.

GCID Framework

- GCID Framework: A Tool for Assessing Institutionalization of Gender Concerns in Development Organizations

Quantitative Tools

- Quantifying Gender Issues: A Tool for Using Quantitative Data in Gender Analysis (A Slide Presentation)
- Country Gender Profiles: A Tool for Summarizing Policy Implications from Sex-Disaggregated Data
- Gender and Household Dynamics: A Tool for Analyzing Income and Employment Data from Surveys

Diagnostic Tools

- Gender and Policy Implementation: A Tool for Assessment of Policy-Derived Impacts on Women and Men
- Sex and Gender—What's the Difference?: A Tool for Examining the Sociocultural Context of Sex Differences

Planning And M&E Tools

- Necessary and Sufficient Conditions for Sustainable Development: A Tool for Gender-Informed Project Planning
- Gender in Monitoring and Evaluation: A Tool for Developing Project M&E Plans
- Documenting Development Program Impact: A Tool for Reporting Differential Effects on Men and Women

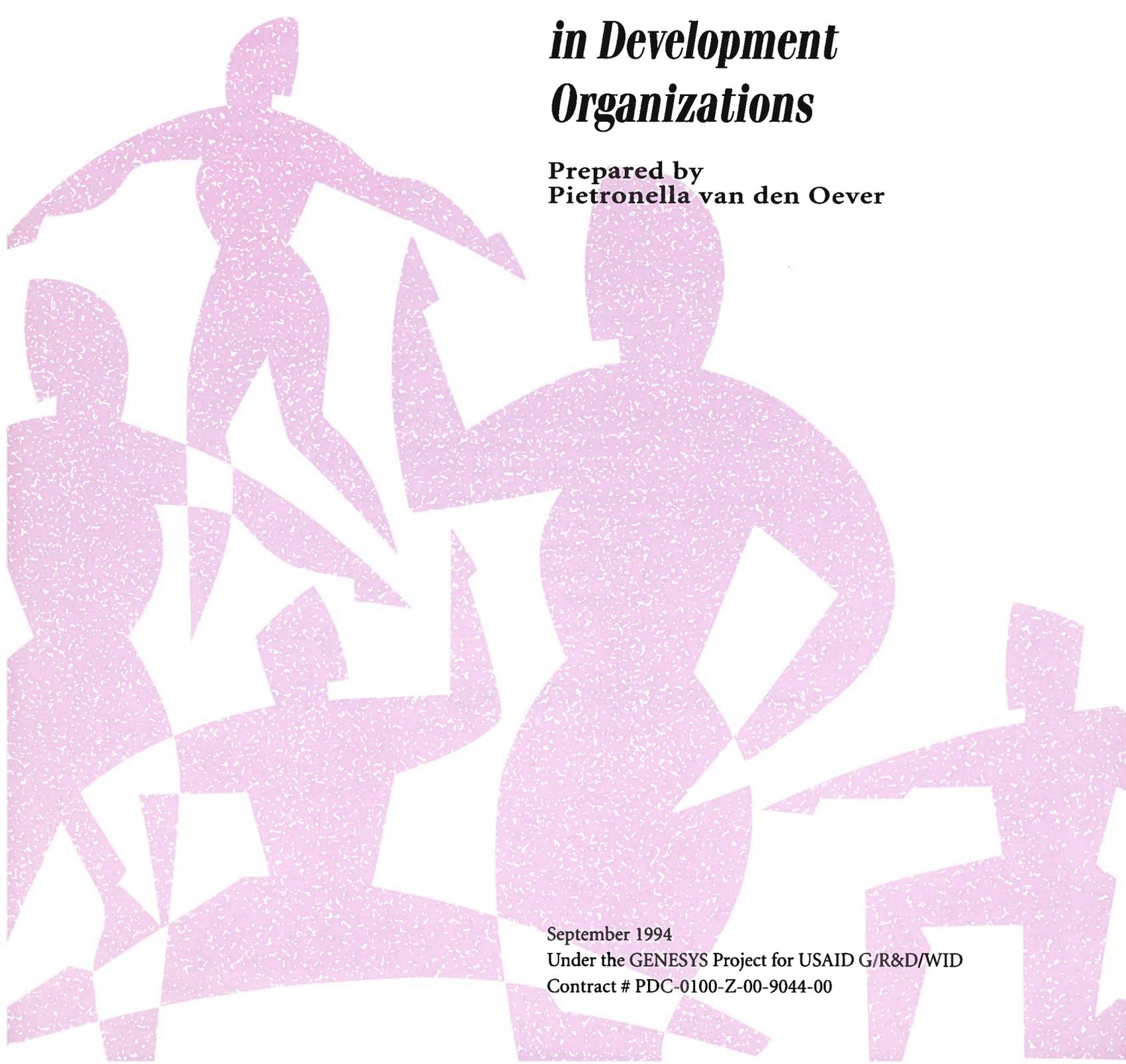
Reference

- Gender Research Guide for the Agriculture, Environment, and Natural Resource Sectors: A Tool for Selecting Methods

***GCID Framework:
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Debra Schumann, Mari Clark, and Martin Hewitt for improving our products by providing critical reviews and comments.

Among the GENESYS staff, there are many people whose names are not publicly associated with the Tool Kit but without whom the Tool Kit would never have been possible. Jennifer Lissfelt's managerial and editorial talents put a unique stamp on each tool. She orchestrated the entire production process from writing and editing to design and publication. Her attention to detail and demand for linguistic clarity and accuracy are largely responsible for the high quality of the final products. Dawn Emling and Amé Stormer did whatever was needed to get the tools through the production process. Their hard work, careful review, and willingness to meet any deadline helped propel the tools from draft to finished product. Eileen Muirragui and Joan Goodin both helped to sharpen the technical arguments by critically review-

ing several tools.

Finally we would like to thank all our colleagues in USAID Missions and Bureaus and in host-country governmental and non-governmental organizations who are committed to integrating gender considerations into their programs and have helped us to define more precise methodological approaches to support their efforts in the future.

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TABLE OF CONTENTS

| | |
|--|------------------|
| <i>Foreword</i> | <i>i</i> |
| <i>I. Introduction to the GCID Framework</i> | <i>1</i> |
| 1.1 Purpose and Usefulness of the “GCID Framework” Tool | 1 |
| 1.2 Strengths and Limitations | 1 |
| <i>II. Introduction to the Gender Analysis Tool Kit</i> | <i>2</i> |
| 2.1 Rationale for Developing the Tool Kit | 2 |
| 2.2 Contents of the Tool Kit | 2 |
| <i>III. The Basic Elements of Institutionalization</i> | <i>6</i> |
| 3.1 Elements of the GCID Framework | 6 |
| 3.2 Discussion of the Basic Elements | 6 |
| <i>IV. Guidelines for Operationalizing the GCID Framework</i> | <i>10</i> |
| 4.1 Table of Linkages Between the Basic Elements and the GENESYS Tools | 10 |
| <i>V. Conclusion</i> | <i>13</i> |
| <i>Annex I–Glossary</i> | <i>13</i> |
| <i>Annex II–List of Other GENESYS Publications</i> | <i>15</i> |

Foreword

The GENDER ANALYSIS TOOL KIT and other publications introduced in this booklet are a result of work carried out over the period October 1989-September 1994 under the USAID R&D/WID-sponsored GENESYS (Gender in Economic and Social Systems) Project. The 10 tools in the Tool Kit represent key elements of the methodology, conceptualized and field-tested in USAID Missions and Bureaus under GENESYS, on “how to” incorporate gender issues in development. The tools contribute to GENESYS’s main objective: “To support the WID Office to institutionalize gender considerations in USAID programs and projects and thereby increase women’s contribution to and benefit from economic and social development.”

After the GENESYS Project’s first five years, it has become apparent that its products have sufficient applicability to warrant dissemination throughout USAID Bureaus and Missions and to the broader development community. This booklet introduces the tools in the Gender Analysis Tool Kit. It also summarizes the basic institutional elements necessary for considering and responding to gender issues in development programming and illustrates how the GENESYS tools can enhance this process.

The GENESYS Project was carried out under USAID prime contract PDC-0100-Z-00-9044-00 with The Futures Group International, and sub-contracts with Management Systems International (MSI) and Development Alternatives Incorporated (DAI).

I. Introduction to the GCID Framework

1.1 Purpose and Usefulness of the “GCID Framework” Tool

This *Gender Considerations in Development (GCID) Framework* tool booklet has five major components:

- **First**, it introduces the 10 methodological tools which together constitute the Gender Analysis Tool Kit, developed under the GENESYS (Gender in Economic and Social Systems) Project.
- **Second**, it identifies seven key elements for addressing gender considerations in development organizations.
- **Third**, it provides guidelines for using the GCID framework worksheet and the other tools to assess to what extent an organization considers gender a critical variable when formulating and implementing its development activities. A discussion of what is meant by “institutionalization of gender considerations” and a table of the basic framework illustrate how each GENESYS tool is tied to the seven elements and contributes to the institutionalization process. A worksheet is included to help the user conduct an institutional assessment.
- **Fourth**, it includes a glossary (in Annex I) of common terms and concepts related to gender in development which are used frequently in the GENESYS Tool Kit.
- **Fifth**, it provides a list of other GENESYS publications (in Annex II).

1.2 Strengths and Limitations

The Gender Analysis Tool Kit was developed primarily to provide Missions and Bureaus of the United States Agency for International development (USAID) with hands-on, analytical instruments for addressing gender issues in development. Therefore, the listing of institutions and conditions for using the framework presented in Part IV of this tool draws on empirically observed situations within USAID Missions and Bureaus.

The tools can be easily adapted to the operations of other development institutions as well. The basic framework presented in this booklet, for instance, offers a systematic approach for examining the extent to which a development organization considers “gender” - the different rights, roles, and responsibilities of men and women - a critical variable of sustainable socioeconomic development. Thus, users of this booklet who are affiliated with organizations other than USAID can adapt the operational elements provided in this tool to their own institutions and terminology.

II. Introduction to the Gender Analysis Tool Kit

2.1 Rationale for Developing the Gender Analysis Tool Kit

The development and dissemination of new instruments for gender analysis was one of the GENESYS Project's four strategic objectives. Many of the field assignments carried out under GENESYS at the request of Bureaus and Missions provided unique opportunities to assess users' specific needs.

Over the life of the project, GENESYS staff realized that development professionals, who initially asked only **why** they should concern themselves with gender issues, increasingly wanted to know **how** to integrate gender concerns into their daily operations. An extensive review by GENESYS of the existing gender analysis methods revealed that few addressed the specific needs of the project's primary clientele: development program managers. The need emerged for new analytical tools to help policymakers and development implementers analyze gender differences in a variety of sociocultural contexts. In addition there was a need for techniques that addressed how to apply gender analysis findings to achieve development goals more effectively, as well as to foresee (and sometimes actively encourage) potential changes stimulated by development interventions.

There are ten tools because practical field experience with the initial (experimental) GENESYS tools indicated that a variety of analytical instruments were needed to respond to the diverse needs of development agencies. Gender issues are relevant at all stages of development interventions. Therefore, the GENESYS tools have been designed to help address gender issues at these various stages, from the identification of a particular problem through the formulation of relevant questions and analysis of gender issues, to monitoring, evaluation, and reporting of differential impact on men and women.

2.2 Contents of the Tool Kit

There are five categories of analytical tools in the GENESYS Tool Kit. Brief descriptions of these categories and titles of all ten tools are provided below.

GCID FRAMEWORK

■ ***GCID Framework: A Tool for Assessing Institutionalization of Gender Concerns in Development Organizations***

This basic framework booklet is the only tool in this category. This tool provides the basic elements and the corresponding operational framework for institutionalizing gender considerations throughout the structure of a development agency.

QUANTITATIVE TOOLS

■ ***Quantifying Gender Issues: A Tool for Using Quantitative Data in Gender Analysis (A Slide Presentation)***

■ ***Country Gender Profiles: A Tool for Summarizing Policy Implications from Sex-Disaggregated Data***

■ ***Gender and Household Dynamics: A Tool for Analyzing Income and Employment Data from Surveys***

The three tools in this category demonstrate different approaches to combined quantitative and qualitative analyses.

The first is a slide presentation with a narrative that demonstrates how sex-disaggregated data can be used by development practitioners to identify gender imbalances that may have implications for development activities. It comes with 36 color slides that can be mixed and matched for a variety of audiences and purposes.

The second tool in this category demonstrates how to construct a “country-specific gender profile” using basic sex-disaggregated data. It provides suggestions on collecting, interpreting, and graphing data to develop such a profile and present results to others, and provides an example based on data from Ghana.

The third quantitative tool is based on a household survey from Cochabamba, Bolivia. It shows how to present sex-disaggregated data from household surveys and how to use the data for sectoral policy analysis. A sample questionnaire included as an annex demonstrates how to collect sex-disaggregated data at the household level.

DIAGNOSTIC TOOLS

- ***Gender and Policy Implementation: A Tool for Assessment of Policy-Derived Impacts on Women and Men***
- ***Sex and Gender—What’s the Difference?: A Tool for Examining the Sociocultural Context of Sex Differences***

The two tools in this category can assist policymakers and project implementers in diagnosing where potential gender-specific constraints are most likely to occur in a country’s socioeconomic development process, and what the underlying constraining and facilitating factors are for specific development interventions.

The first tool presents a method developed originally for agricultural projects. It outlines a rapid appraisal technique to assess how women and men are affected differently (and possibly constrained) by various policies, and to find remedial measures by examining legal, regulatory, and administrative factors that affect households’, firms’, and individuals’ abilities to respond to economic opportunities.

The second tool in this category presents an approach that links quantitatively observed sex differences to sociocultural practices and beliefs. It examines gender issues and their implications for sustainable development by relating observed sex differences and phenomena to motivations, practices, institutions, and underlying ideologies and cultural values.

PLANNING AND M&E TOOLS

- ***Necessary and Sufficient Conditions for Sustainable Development: A Tool for Gender-Informed Project Planning***
- ***Gender in Monitoring and Evaluation: A Tool for Developing Project M&E Plans***
- ***Documenting Development Program Impact: A Tool for Reporting Differential Effects on Men and Women***

The purpose of these three tools is to support a specific project planning or implementation exercise.

The first tool in this category provides program planners and project implementers with a simple framework to identify which resources need to be made available and which conditions need to be fulfilled to bridge the common gap between necessary and sufficient conditions for particular development interventions. It focuses on social roles and responsibilities of men and women, and on motivations and practices of different social groups in the community or society. It examines how gender issues affect the availability and accessibility of resources for different sectors of participant populations.

The second tool provides a matrix and set of instructions for integrating gender considerations into the design of development project monitoring and evaluation plans. It is helpful for selecting appropriate indicators and information to assess the impact of development interventions on men and women and for identifying potential gender differences in benefits from programs or projects.

The third tool is designed to provide guidance to USAID project managers, program officers, and WID officers and to: 1) clarify definitions and concepts, 2) provide useful guidance on how to assess whether gender is an important factor in a project or program, and 3) indicate the kind of information needed to demonstrate gender-sensitive impact on people.

REFERENCE

■ *Gender Research Guide for the Agriculture, Environment, and Natural Resource Sectors: A Tool for Selecting Methods*

This tool is a reference handbook that reviews existing gender analysis, planning, and research methodologies and tools in the agriculture and environment/natural resource management sectors. It critically reviews what methods are available, in what form, and to whom they are useful. Each annotation presents the stated objectives of the method, a description of the approach, an assessment of the method's usefulness, the types of skills and knowledge required to use it successfully, whether it is appropriate for policy, program, or project analysis, and if it is useful for WID or gender analysis.

***III: The Basic
Elements of
Institutionalization***



III: The Basic Elements of Institutionalization

3.1 Elements of the Basic Framework

There are seven basic elements which together constitute the entire “framework” or preconditions for institutionalizing consideration of gender as a critical variable in development. The seven elements are listed in Table I to the right and briefly explained in section 3.2. A table in section IV illustrates linkages between these seven basic elements and the tools in the Tool Kit. This table is intended to guide the reader in selecting the appropriate tool for specific purposes.

3.2 Discussion of the Basic Elements

1 Awareness of the importance of gender issues for development outcomes

“Gender awareness” is the conscious knowledge that communities are not homogeneous, and that benefits from development programs and national policies do not automatically accrue equally to all members and segments of a given community. In many instances, these inequalities are due to gender differences in the division of labor, rights, responsibilities, and access to resources. Gender awareness also implies recognition by policymakers that development efforts need to be consciously planned and implemented to seize opportunities and surmount constraints linked to gender differences in access to resources.

Table I

The Basic Elements for Institutionalizing Gender Concerns in Development Organizations

- 1 Awareness of the importance of gender issues for development outcomes;
- 2 Commitment to addressing gender issues in the institution’s activities;
- 3 Capacity for formulation of gender-focused questions;
- 4 Capacity for carrying out gender and social analysis;
- 5 Capacity for applying the findings of gender and social analysis to the institution’s portfolio;
- 6 Capacity for systematic monitoring and evaluation of gender-specific program impact;
- 7 Systematic reporting of gender-relevant lessons learned, and subsequent program adaptation.

2 Commitment to addressing gender issues in the institution’s activities

Gender awareness is a necessary, but not sufficient, condition for incorporating gender considerations into operational procedures. Institutional change occurs only when an organization makes the conscious commitment to address gender issues in the course of doing business. This commitment must increase the likelihood that benefits

accrue as equally as possible to men and women. In addition, commitment can ultimately lead to addressing gender issues actively by alleviating or removing constraints to women’s access to resources and decision making.

3 Capacity for formulation of gender-focused questions

A prerequisite for “gender-informed” or “gender-literate” development efforts is the capacity to formulate the right questions regarding the gender division of labor, rights, responsibilities and access to resources and to link gender-informed analytical questions and hypotheses to development objectives. Careful formulation of questions also allows development practitioners to assess the usefulness and applicability of existing quantitative data, qualitative studies, indigenous knowledge, and information routinely acquired on the job by field personnel. The capacity to ask the correct gender-informed questions at the onset of activity planning can reduce an organization’s need for additional data collection later.

4 Capacity for carrying out gender and social analysis

Sex-disaggregated data that has been analyzed and interpreted can provide development institutions with an informed set of alternatives on how to implement their programs so that they benefit and allow for active participation by both women and men. Gender analysis can focus either on the macro or micro level. For instance, it can examine policy issues that affect any development effort, such as differential legal status, political representation and power, and laws affecting men’s and women’s access to economic opportunities. Gender analysis can also focus on gender-specific opportunities and con-

straints within particular sectors such as agriculture, natural resource management, and enterprise development. Usually, it will be necessary to examine both contexts because both macro-level and sector-specific issues affect who has access to a program’s or project’s resources. It is not always necessary to put much extra effort into gender analysis, because much of the information is usually available, although not always in a form that can be used directly. For instance, sex-disaggregated data can be obtained from a variety of sources to provide a picture of an existing scenario, demonstrating imbalances between the sexes in such areas as education and literacy, labor force participation, and urban-rural residence. These data provide information on the status quo of gender relations. However, it will be up to the development planners and implementers to analyze the underlying reasons for the existing imbalances.

An important point to remember is that not every member of a development organization needs to be capable of carrying out gender analysis. The significant steps are, first, to be aware that gender differences often influence a specific project’s outcomes and, second, to formulate appropriate, gender-related questions. In the same way that development organizations use specialists to address technical

issues, they often need to use specialists to address gender issues. Social scientists trained in gender analysis are usually qualified to carry out research and gather the information needed for gender-informed policy formulation and implementation.

5 Capacity for applying the findings of gender and social analysis to the institution’s portfolio

The capacity to apply the major findings from gender analysis is crucial for establishing a realistic program and project design and implementation plan. For a development organization to be truly “gender-informed” it should have this capacity in-house. This implies that staff members are capable of “translating” findings from gender analysis into operational terms, and that these findings are reflected in implementation plans. Development agencies must devise explicit strategies to integrate findings from gender analysis into planning and implementation. For instance, implementation plans should acknowledge gender-specific constraints in access to resources and devise strategies for coping with these constraints. Some program/project design and implementation plans might contain strategies for reducing systematic gender biases by setting quotas for men’s and women’s participation in activities, by establishing gender-specific targets for benefits, or by using other means to reduce the “gender gap.”

6 Capacity for systematic monitoring and evaluation of gender-specific program impact

The most important question to ask about any development initiative is, how does it change the lives of the actual or potential participants?¹ To monitor these changes, each activity needs to have some baseline data, and a review system that provides periodic updates of progress toward impact on people's well-being. A gender-informed development organization ensures that its monitoring and evaluation (M&E) system provides information disaggregated by sex (and other social variables), to determine differential results on the lives of men and women. Such an M&E system should provide information for justifying changes in policy direction if the impact is negative for either men or women. At the same time, the M&E system should allow an institution to assess whether or not a specific activity contributes to reducing gaps between benefits accruing to men and women.

7 Systematic reporting of gender-relevant lessons learned, and subsequent program adaptation

The results of a specific development intervention must be analyzed, synthesized, and reported on to be useful for managing the activity itself and for designing subsequent activities. Gender-sensitive reporting systematically channels information on whether programs affect women and men differently to decision makers. The lessons learned need to be “translated” into operational principles for program or project adaptation, if needed, to allow adjustment of new initiatives to meet both women's and men's needs more equitably. This final step starts the “gender institutionalization cycle” again, this time at a more informed and realistic level, and based on broad experience and a systematic gender-sensitive approach.

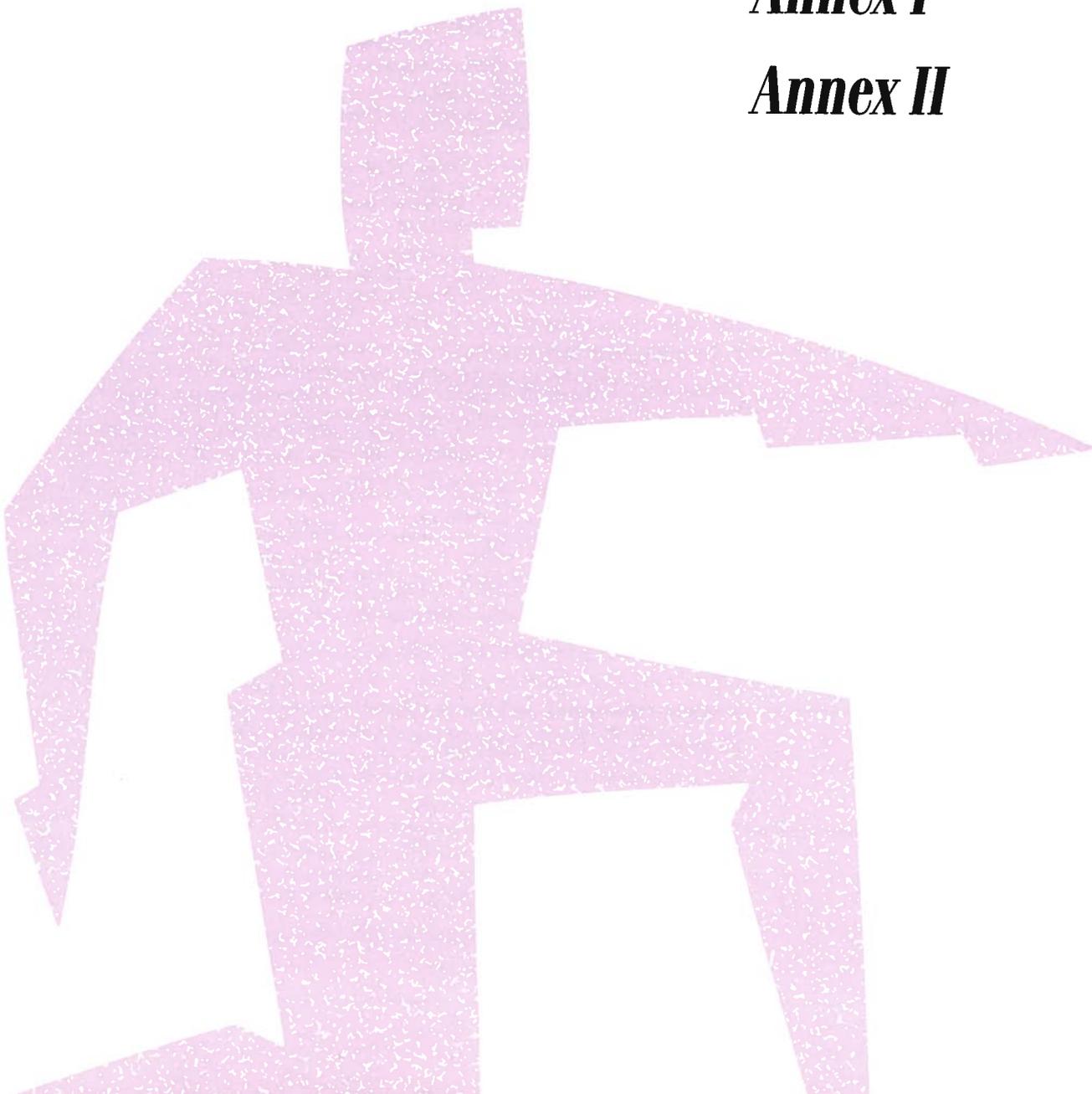
¹We do not use the term “beneficiary” in the Tool Kit in discussions of monitoring and evaluation. Whether or not a particular person or group of people has benefited from a development activity is only evident after the activity. Therefore we refer to people who are the intended recipients of benefits as “participants.”

***IV. Guidelines for
Operationalizing
the Basic
Framework***

V. Conclusion

Annex I

Annex II



IV. Guidelines for Operationalizing the Basic Framework

Although there is no single formula for addressing gender issues in development, it is possible to identify common elements that each organization can adapt to its particular institutional structure and procedures. In Table II, the seven basic elements for institutionalization of gender considerations in development (GCID) are paired with operational mechanisms. These mechanisms are the actual structures or processes for addressing gender issues that are common to USAID Missions and Bureaus. Readers who work outside USAID can adapt the list of mechanisms to their own institutional structure and terminology. This table can be used as a worksheet for an organization to assess its own commitment to and capability for addressing gender issues in its portfolio. Column 3 is for checking the availability of the various mechanisms within the organization. For a more thorough review, however, clarifications need to be noted in the “Comments” column (column 4).

4.1 Table of Linkages Between the Basic Elements and the GENESYS Tools

Selection of the right tool for the job is a prerequisite for efficient use of any tool kit. The GENESYS Tool Kit is no exception to this rule, although the application of the tools is somewhat flexible.

Table III, on page 12, has been developed to help the reader select the appropriate GENESYS tool(s) for specific purposes. The table provides an overview of links between the seven basic elements for institutionalizing gender considerations in development, discussed above, and the five different categories of tools from the Tool Kit. Under each tool are numbers representing the basic elements addressed by that particular tool. To indicate links, the basic element numbers (1-7) are in boxes: darker boxes represent a strong, direct linkage between a particular tool and an element or set of elements; lighter boxes represent a more indirect linkage between a tool and an element, as shown on the legend next to the table.

At first glance, a number of patterns emerge from the table. First, there seem to be two **generic** tools, namely the *Basic Framework*, presented in this paper, and the *Gender Research Guide for the Agriculture, Environment, and Natural Resource Sectors*. Both tools support all elements of integrating gender issues in development, however they do not treat any of the elements in depth. Therefore, the linkages between these two tools and the

basic elements are indicated with lightly shaded number boxes. Both tools may be useful for people and organizations interested in the general “how-to” of considering gender as a critical variable in development. While the *Basic Framework* may be useful for policymakers and program implementers of development organizations in general, the *Gender Research Guide* may be of interest to a large selection of people involved in development initiatives in agricultural and natural resource management.

The quantitative tools in the second category are, as indicated by the dark number boxes, useful in raising awareness of gender-related bottlenecks in development initiatives. They are designed to use already existing information and “package” it in such a way that gender differences can be identified. By using graphics and charts to represent major sex imbalances, these tools can help the user gain an understanding of precise inequalities between the sexes in, for instance, formal schooling, labor force participation, and residence. They also facilitate the formulation of relevant questions and hypotheses about reasons for observed sex imbalances and assist in carrying out gender analysis and extracting policy implications from the results.

Table III reveals that the diagnostic tools in the third category are intended specifically for formulating questions and carrying out gender

Table II-Worksheet:

Overview of the Basic Elements and Their Institutional Mechanisms

| Element | Operational Mechanism | Check | Comments |
|--|--|-------|----------|
| Awareness | <p>GCID/WID Policy</p> <ul style="list-style-type: none"> • Written policy/mission order? • Staff awareness of policy? | | |
| Commitment | <ul style="list-style-type: none"> • Implementation of policy? <p>GCID/WID Action Plan</p> <ul style="list-style-type: none"> • Plan developed, dates updated? • Integrated in Mission strategy? • Compliance tracked/consequences? <p>GCID/WID Officer(s)</p> <ul style="list-style-type: none"> • Responsibility defined? • Motivation? • Support, encouragement, support staff? • Organizational placement in USAID structure? • % of time on GCID/WID (planned, actual) <p>GCID/WID Committee</p> <ul style="list-style-type: none"> • Responsibilities defined? • Institutional level/profile of members? • Representativeness of program? • Time available? Incentives/disincentives? <p>Motivation?</p> | | |
| Formulation of relevant questions | <p>Knowledge, Training</p> <ul style="list-style-type: none"> • GCID/WID officer trained in gender analysis etc.? • GCID/WID Committee trained in gender analysis etc.? • Capacity for formulation of relevant questions? <p>(Examples)</p> <p>GCID/WID Resource/Guidance</p> <ul style="list-style-type: none"> • Sex-disaggregated data systematically gathered? • Written information and guidance on policy-relevant gender questions available? | | |
| Gender analysis | <ul style="list-style-type: none"> • Capacity for “translating” sex-disaggregated data into gender analysis? by: GCID/WID Officer? Committee? • Technical assistance available? • Resources for gender analysis? • Knowledge about gender analysis? • Knowledge of where to get help? • How has this help been used in the past? | | |
| Application of findings | <p>GCID/WID Review system</p> <ul style="list-style-type: none"> • Concrete examples of application of findings from gender analysis (e.g., policy design, policy analysis, allocation of resources) • Gender-relevant data collection carried out? (project and program levels) | | |
| Monitoring and Evaluation | <ul style="list-style-type: none"> • Gender-integrated monitoring of project/program impact? • Systematic inclusion of GCID in all evaluations? • Reporting of gender-relevant data and issues in SARs, Action Plans, etc.? | | |
| Reporting of lessons learned | <ul style="list-style-type: none"> • Systematic analysis of lessons learned? (i.e., what difference did it make?) • Feedback into programming cycle? <p>Mission/Bureau-specific Mechanisms (Describe)</p> | | |

analysis. These tools will be especially useful for development organizations in which there is already a widespread awareness of the importance of addressing gender issues and a firm commitment to do so. The same is true for the fourth category. These planning and M&E tools are intended for use in one part of the process of considering gender in development. The tools in this category are particularly helpful when an organization is ready to change its usual way of doing business, and is establishing, or has established, the internal mechanisms for addressing gender issues systematically. It should be noted that a lightly shaded box with the number “2” is next to the tool for *Documenting Development Program Impact*, representing its link to the “Commitment” element. This indicates that the tool helps its user not only in documenting gender-specific impact, but indirectly in strengthening and reaffirming commitment to considering gender as a critical variable.

Table III Legend

 Indicates indirect link or application to Basic Element

 Indicates direct link or application to Basic Element

The Basic Elements

-  Awareness
-  Commitment
-  Formulation of relevant questions
-  Gender analysis
-  Application of findings
-  Monitoring and Evaluation
-  Reporting of lessons learned

Table III

Links Between the GENESYS Tools and the Basic Elements

Tool Categories

BASIC FRAMEWORK

- GCID Framework: A Tool for Assessing Institutionalization of Gender Concerns in Development Organizations

QUANTITATIVE TOOLS

- Quantifying Gender Issues: A Tool for Using Quantitative Data in Gender Analysis (A Slide Presentation)

- Country Gender Profiles: A Tool for Summarizing Policy Implications from Sex-Disaggregated Data

- Gender and Household Dynamics: A Tool for Analyzing Income and Employment Data from Surveys

DIAGNOSTIC TOOLS

- Gender and Policy Implementation: A Tool for Assessment of Policy-Derived Impacts on Women and Men

- Sex and Gender—What’s the Difference?: A Tool for Examining the Sociocultural Context of Sex Differences

PLANNING AND M&E TOOLS

- Necessary and Sufficient Conditions for Sustainable Development: A Tool for Gender-Informed Project Planning

- Gender in Monitoring and Evaluation: A Tool for Developing Project M&E Plans

- Documenting Development Program Impact: A Tool for Reporting Differential Effects on Men and Women

REFERENCE

- Gender Research Guide for the Agriculture, Environment, and Natural Resource Sectors: A Tool for Selecting Methods

V. Conclusion

This *GCID Framework* tool serves to introduce the GENESYS Tool Kit, provide basic guidance on the fundamental steps in the process of institutionalizing gender considerations in development, and explain the tools' relation to these steps. The tools can help guide development professionals through a systematic process that integrates gender into their project and program planning, designing, implementing, monitoring, and evaluation activities.

Annex I-Glossary

Acronyms:

| | |
|---|---|
| ABS Annual Budget Summary | IMR Infant Mortality Rate |
| ADB African Development Bank | INSTRAW International Research and Training Institute for the Advancement of Women |
| AIDAB Australian International Development Assistance Bureau | LAC Latin America/Caribbean |
| AIDS Acquired Immunodeficiency Syndrome | MHH Male-Headed Households |
| ALR Adult Literacy Rate | MMR Maternal Mortality Rate |
| AP Action Plan | MYS Median Years of Schooling |
| CDSS Country Development Strategy Statement | NGO Non-Governmental Organization |
| CP Congressional Presentation | NIC Newly Industrialized Country |
| CSGP Country-Specific Gender Profile | NTAE Non-Traditional Agricultural Exports |
| DSEA Disaggregated by sex, ethnicity, and age | PHC Primary Health Care |
| ECOGEN Ecology, Community Organization and Gender | PID Project Identification Document |
| EOPS End-of-Project Status | POD Program Objective Document |
| ERP Economic Recovery Program | PP Project Paper |
| FEMNET African Women's Development and Communication Network | SAR Semi-Annual Report |
| FHH Female-Headed Households | SGA Social and Gender Analysis |
| FSR/E Farming Systems Research/Extension | SSA Sub-Saharan Africa |
| GAD Gender and Development | TBA Traditional Birth Attendant |
| GAM Gender Analysis Matrix | TFR Total Fertility Rate |
| GDP Gross Domestic Product | UNIFEM United Nations Development Fund for Women |
| GIF Gender Information Framework | USAID United States Agency for International Development |
| HDR Human Development Report | WID Women in Development |
| HIV Human Immunodeficiency Virus | |
| ICRW International Center for Research on Women | |

Terms:

Sex A category that distinguishes males from females by referring to biological characteristics perceived as universal and unchangeable.

Gender Culturally prescribed social roles and identities of men and women that are highly variable across cultures and are subject to change.

Gender awareness The conscious knowledge that communities are not homogeneous, and that benefits from development interventions do not accrue equally to all members and segments of a given community.

Gender-informed Awareness or approach that takes account of differential access of men and women to resources and acknowledges the need to reduce systematic gender biases.

Gender issue in development Issue that potentially involves an aspect of gender roles or relations that has an impact, direct or indirect, positive or negative, on the goals of development programs and projects.

Gender neutral Assumes equal opportunities and benefits, without questioning whether a person's gender constrains or favors his/her access to resources and participation in decision making.

Gender relations Ways in which culture defines the rights, responsibilities, and identities of men in relation to women.

Gender sensitivity Extent to which development practitioners and analysts consider the respective roles of men and women in a society when formulating, implementing, and assessing policies, programs, and projects.

Objective Tree Graphic tool for diagramming the hierarchical relationships among development goals, purposes, outputs, activities, and inputs.

Objectives A set of expected results and effects.

Impact Measurable outcome of development interventions.

Indicators Selected quantitative and qualitative measures that provide key information for assessing the progress and impact of development objectives.

Impact indicators Selected measures that demonstrate whether a project or program has achieved its expected outcomes.

Process indicators Measures used to monitor the effects of project activities in the short term, so that needed corrections can be made. They measure progress of activities that contribute to achieving objectives and results.

Baseline Values Measures which establish the starting point from which project impact can be measured in relation to target values set by project objectives.

Annex II - List of Other GENESYS Publications

Special Studies:

- #1 *Women and the Law in Asia and the Near East*, Lynn P. Freedman, May 1991.
- #2 *The Role of Women in Evolving Agricultural Economies of Asia and the Near East: Implications for AID's Strategic Planning*, Inji Z. Islam and Ruth Dixon-Mueller, May 1991.
- #3 *Lessons Learned from Advanced Developing Countries*, Susan P. Joekes, May 1991.
- #4 *Women's Income, Fertility, and Development Policy*, Boone A. Turchi, Mary T. Mulhern, and Jacqueline J. Mahal, May 1991.
- #5 *Investing in Female Education for Development*, Jere R. Behrman, May 1991.
- #6 *Women and the Transition to Democracy in Latin America and the Caribbean: A Critical Overview*, F. Painter and M. Wong, December 1992.
- #7 *Gender and Agriculture & Natural Resource Management in Latin America and the Caribbean: An Overview of the Literature*, November 1992.
- #8 *Gender and Trade & Investment in Latin America and the Caribbean: An Overview of the Literature*, Mary Mulhern and Suzanne Mauzé, December 1992.
- #9 *Democracy and Gender: A Practical Guide to USAID Programs*, David Hirschmann, February 1993.
- #10 *The Legal Status of Women in the New Independent States of the Former Soviet Union*, Janet Hunt-McCool and Lisa Granik, May 1994.
- #11 *Women and Their Role in the Agriculture and Natural Resource Sector in the Gambia*, Sara Norton Staal, January 1991.
- #12 *Islam, Public Policy and the Legal Status of Women in Niger*, Roberta Ann Dunbar, March 1992.
- #13 *Women in Niger: Socio-Economic Roles and Agro-Pastoral Production, Natural Resource Management and Off-Farm Production*, Wendy Wilson, April 1992.
- #14 *Gender and Socio-Economic Considerations in Environmental Programs and Projects: Lessons Learned in the Brazilian Amazon*, Eileen I. Muirragui and E. Suely Anderson, October 1994.
- #15 *What You Count is Not Who I Am: Notions of Gender and Quantitative Analysis*, Deborah Caro, October 1994.
- #16 *Capturing USAID's WID Experience in Pakistan*, Gretchen Bloom, September 1994.
- #17 *A Comparison of Approaches to Institutionalizing Gender in Donor Agencies*, Development Alternatives, Inc. October 1994.
- #18 *Sex Imbalances and Gender Issues: Addressing the Linkages in Development Planning*, Alison C. Meares, October 1994.

Summary Reports:

- *GENESYS Gender Research for the LAC Bureau (LAC/WID Research Activity)*, Mary Mulhern, Constance McCorkle, Deborah Caro, Pat Martín, August 1994.
- *Gender and Employment in Moroccan Agribusiness*, Suzanne Smith Saulniers, Maria Neyra Faqir, Philip Boyle, September 1993.
- *Le Genre et l'Emploi dans l'Agro-Industrie Marocaine*, Suzanne Smith Saulniers, Maria Neyra Faqir, Philip Boyle, Septembre 1993.
- *GENESYS Training Interventions: Their Role in the Institutionalization of Gender Concerns in USAID*, Joan Goodin, September 1994.



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