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FINAL REPORT

**INTEGRATION OF PEOPLE-LEVEL IMPACTS AND GENDER-DISAGGREGATION
IN AID'S PROGRAM PERFORMANCE REPORTING SYSTEM**

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I. INTRODUCTION

A. Purpose of Report

The purpose of this report is to assess the Agency's progress in monitoring the impact of its development programs on people, and in particular, on women and girls. To this end, the report answers two primary questions: 1) are USAID missions including people-level indicators when formulating their development strategies, and 2) what types of gender-disaggregated program performance results are most commonly being monitored. The final section of this report addresses the difficulties involved in adequately monitoring people-level and gender considerations, and offers approaches toward achieving and documenting the impact of the Agency's development programs on women as well as men.

This report assesses information in the Agency's program performance information for strategic management database (PRISM). It provides 1) an explanation of the method by which missions establish objectives, program outcomes, and indicators, 2) tables for each geographic region providing people-level and gender-disaggregated program information, and 3) a brief summary and analysis for each regional table. The report will be used in the development of the R&D/WID biennial report to Congress and the CDIE/E report to the AID Administrator.

B. Overview of the Performance Information for Strategic Management (PRISM) Database

PRISM is an Agency-wide program performance information system that was developed to provide a framework for program performance reporting and monitoring efforts. Program performance information generated by missions and other operational units with programmatic responsibilities are reported annually and included in the PRISM database. The database encompasses, and was built upon, program objectives and indicators identified by missions, bureaus, and other operating units, from various documents including Action Plans, Country Program Strategic Plans (CPSP), and Assessment of Program Impact reports (APIs), among others.

To provide a manageable framework for aggregating mission program performance, CDIE developed the PRISM database within a theme and cluster organizational structure. Four broad themes, divided into 15 cluster categories, were carefully selected by CDIE as analytical categories which depict USAID country program objectives. The four major themes used to categorize mission program objectives are: 1) Economic Growth, 2) Quality of Life, 3) Democratic Initiatives, and 4) Environment and Natural Resource Management. The cluster categories for the Economic Growth theme, for example, are: a) increased production and productivity, b) increased international trade, c) improved policy/supporting environment, and

d) increased economic participation. (Appendix 1 provides a detailed summary of the theme and cluster definitions as defined by the PRISM system). Note that since the information system explicitly reflects mission (and other operating unit) strategic objectives and indicators, the themes and clusters may over time be modified to reflect changes in mission, bureau, or agency-wide programs.

Note that the PRISM database primarily covers program level objectives. There may be short-term activities which fall outside the scope of these objectives. Additionally, while project-level activities are being incorporated into the system, not all of the project objectives are fully reflected in the information system. The themes and clusters do not depict the vast array of development activities which are means by which these higher level program objectives are achieved.

C. Methods used for Compiling Information

For this report, a PRISM consultant conducted a review of information for 55 missions and 6 operational units included in the PRISM database as of June 1992 to evaluate the inclusion of people-level and gender-disaggregated results in strategic planning. Missions with strategic objectives related to each theme and cluster were identified and assessed in terms of 1) mention of gender and/or gender-disaggregation of information, and 2) the inclusion of people-level indicators, since many of these have the potential for being disaggregated by sex. Note that proxy indicators for people-level information are not included in the count of those missions which have people-level indicators but have not disaggregated them by sex. Additionally, indicators at the sub-program outcome level are not included in the tables since many missions do not report sub-program outcome data, and of those that do, the information often reflects project-level results. (Section II provides a detailed discussion of how missions develop their strategic plans and identify objectives and corresponding indicators).

In developing the tables below, the USAID mission has been chosen as the unit of analysis. Two tables were prepared for each geographic bureau; the first providing people-level and gender-disaggregated information available by themes and clusters, and the second providing insight into the types of people-level and gender-disaggregated results currently being monitored by USAID missions. A brief descriptive summary pointing out major monitoring trends for each regional section follows the tables. Finally, mission case studies are presented for each regional bureau highlighting the inclusion of people-level and gender-disaggregated indicators.

A few key points should be remembered when analyzing information in the tables. First, the number of people-level or gender-disaggregated indicators for each mission's strategic objective or program outcome is not specified. Whether a country has one or ten people-level or gender-disaggregated indicators it is given equal weight in the tables. This is the case because the quality of the program strategy does not necessarily correspond with the number of people-level or gender-disaggregated indicators. Instead, the *type* of indicator used is a better reflection of program quality. Second, USAID missions often have two or more strategic objectives, and for each, two or more program outcomes. Therefore, the number of missions

with strategic objectives under the various cluster categories will not necessarily be equal to the number of missions in a particular theme. Third, information focusing on women under the family planning and child survival and maternal health clusters were included in the tables as gender-disaggregated, although information pertaining to males was not always included. Finally, note that the assessment below of gender reporting is based solely on program-level information compiled from the PRISM database, and is not reflective of mission activities as a whole. Project-level data and other gender-specific efforts are not included in this assessment. This report represents one part of a much larger effort to ensure that women are fully integrated into the Agency's development programs. Special studies will be necessary to explain the causes behind the trends and gaps identified in the PRISM program performance information.

D. Gender Analysis

It is important to point out that the disaggregation of indicators by sex at the program level, while an important step, only represents one part of a much larger effort that is needed to ensure the full participation of women and men in the Agency's development programs. Gender-disaggregated reporting within PRISM is a means of monitoring the distribution of program benefits from AID activities between males and females. This information allows missions to compare actual results to expected results for both males and females.

The following discussion concerning the disaggregation of indicators by sex is not meant to imply that missions which have included gender-disaggregated indicators in their program performance monitoring system have adequately considered the issue of gender. Gender is an important variable in the planning, implementation, and evaluation of effective and sustainable development programs. Experience has shown that AID's programs and projects are more likely to achieve both their immediate purposes and their long-term socio-economic goals if they match resources to men's and women's roles and responsibilities. Additionally, the objectives and program outcomes which missions identify are not neutral in terms of *who* is likely to reap the benefits. This is because males and females often differ in their access to and control over productive resources, stake in development outcomes, and response to incentives introduced to encourage development. Therefore, it is important that missions consider the different responsibilities, activities, opportunities, and constraints affecting women and men when formulating their development strategies.

One way of ensuring that these and other gender factors receive adequate attention is through the process of gender analysis. This technique is used to identify and incorporate gender considerations -- issues relating to men's and women's roles and responsibilities -- into development programming. The process of gender analysis involves looking at four exploratory factors in the baseline situation (the situation the program/project wants to affect). These include, but are not exclusive to, an analysis of men's and women's relationship to factors such as labor, income, expenditures, and access to and control of resources. Analysis of these factors leads to conclusions about gender-differentiated constraints to participation in, contribution to, and benefits from intended development activities. It also identifies opportunities that gender-based roles and responsibilities provide for improving program/project design. Such an analysis

can provide missions with critical information about the likely distribution of program level results.

Therefore, while the disaggregation of indicators is a positive step toward monitoring the impact of the Agency's development programs on men and women, it should be applied within the larger context of the development of program strategies which have incorporated gender considerations and have identified how to achieve the desired impacts through the supportive projects. The gender variable should be considered in all stages of the program/project cycle in order to achieve an integrated approach to development and more effective and sustainable programs and projects.

II. THE PROGRAM PERFORMANCE INFORMATION SYSTEM (PPIS)

A. Purpose

AID is operationalizing an Agency wide program performance information system (PPIS) as part of its initiative to manage strategically for better development results. It builds on the experience gained under the effort launched in 1988-1989 by the Africa Bureau to establish a reporting system focused on the impact of its development assistance. The system has been developed based on the understanding that for an agency wide PPIS to be effective, it must be relevant and useful to missions and other operating units.

A mission (or operating unit that has programmatic responsibilities) program information system is based on a strategic plan, which includes a clear statement of objectives, expected results, and indicators by which to measure trends. (See section C below for definitions). Baseline data are required and missions provide AID with information annually on the indicators to document current status. (Section E provides an explanation of the current status of PPIS information). The information is first and foremost to be used by the mission itself in managing its program to achieve its stated objectives. The data are useful at this level to a) indicate what is occurring, b) alert managers to investigate why results are not being achieved as expected, and c) provide trend data.

The program level information from reporting units feeds into a wider bureau and Agency program performance information system to inform managers about the directions and results of development assistance. The aggregation of key information on the programs of operating units provides managers with an easily accessible and unified framework to facilitate monitoring progress in implementation of AID policy direction, and on the nature and the extent of the impact of AID development efforts. The information provided is also intended to support strategic planning in the Agency over the medium and long term, and to enable the Agency to oversee and describe the assistance programs in terms of expected program achievements, program strategies, and the resources assigned to them.

CDIE/E has been charged with improving AID's program performance monitoring by strengthening mission and other operational-level performance information systems, and

developing an agency wide system. In carrying out this responsibility, CDIE/E works in concert with the Regional Bureaus.

B. Approach

Each reporting unit is actively involved in developing its strategy and identifying what it will report on to indicate progress toward achieving the expected objectives. Missions (and other units which report) have available to them from AID/W technical assistance resources to assist with facilitating the process as well as providing technical advice in the development of the information system. Each mission is required to develop a program strategy consistent with country development needs and agency-wide policy priorities and bureau objectives, taking into account the financial and human resources available to it. These strategic plans are negotiated with and agreed to at the bureau level, with selective review by OPS and POL for consistency with agency priorities.

The development of a strategic plan is an interactive analytical and consultative process. Developing a good strategic plan often involves numerous iterations over a period of several months as a mission examines the implications of alternative strategies, objectives, indicators, and expected performance results. Missions also devote attention toward integrating the information system into their ongoing operations and revising procedures to better reflect the program directions and reporting requirements.

C. Structure and Concepts

Country program strategic plans utilize the concept of an objective tree which assists in thinking through and displaying the hierarchy of linkages of development results the mission plans to achieve and those to which it will contribute (Appendix 2 presents a table). In the Bureau for Africa, at the top of the tree is the Program Goal which represents and ties to the host government's long term (10-20 years) development objective, and program sub-goals which represent intermediate (7-15 year) development objectives. In comparison, the Bureau for Latin America and the Caribbean has established Bureau level program objectives and sub-objectives that provide a framework within which missions plan their development programs.

Strategic objectives are those development results which contribute to achievement of the program goal. Strategic objectives are the highest level development result that missions and operating units with programmatic responsibilities believe are within their overall manageable interest, i.e. that they can materially effect. Strategic objectives are to be stated in terms of achievements possible within 5 to 8 years. Missions pursue a relatively small number of objectives, one to five, commensurate with the financial and human resources available for implementing effective strategies.

Program outcomes are results which lead to achievement of strategic objectives. These outcomes are concrete results of USAID activities: projects, non-projects, policy reform and other development interventions. Program outcomes should be stated in terms of

accomplishments within a 2-5 year time period.

Indicators are identified for both strategic objectives and program outcomes. Indicators are set in terms of dimensions or scales for measurement of actual results against expected results. They are expressed in terms of amount, degree or type of change. The criteria for selection of indicators include that they:

- be clearly and obviously linked to the statement of intent
- represent the most useful (relevant, objective, valid) dimensions for measuring progress
- be practical, derived in a cost-effective manner from national or international data, other data sources, or mission data collection and analysis, depending on appropriateness and availability
- encompass, whenever appropriate, people-level results disaggregated by sex

Expected results are also to be stated. These are to be time-bound and represent the degree of change anticipated during the planning period. Baseline data, if possible, are to be included to reflect conditions prior to the start of the AID program.

D. Integration of People Level Impacts and Gender

The technical assistance teams from AID/W which assist missions are charged with encouraging missions to report on country program results disaggregated by sex. As the following sections of this report show, there has been progress in this direction but overall this program level system only partially addresses people-level impacts. Experience to date has shown that the extent to which people-level results disaggregated by sex have been incorporated into the program performance information system is primarily dependent on the level of development result which the mission considers it can reasonably effect within the medium term, and the lack of an existing database from which information can be easily extracted, as explained below.

The program performance information system is set up to monitor results or impacts (these terms are used synonymously), not low level means or process indicators. At times, proxy indicators of people-level results are used to point out that a program is progressing as expected.

The extent to which a mission decides that its country program can achieve people-level results within a 5-8 year time frame relates to the level of resources, length of time in that development sector, and country conditions. Often programs focus on conditions (policies, institutional aspects, and intermediaries) which contribute to changes in the systems which in turn will provide positive people-level impacts. However, several intervening factors, outside the control of the USAID, might affect the nature and distribution of impacts in unanticipated ways. Moreover, some program strategies such as those concerning democracy or the environment, have a relatively long time horizon when very basic conditions must be established in order to ever obtain the people-level impacts desired.

In setting indicators to measure progress toward achievement of program outcomes and strategic objectives, missions are encouraged to draw upon existing databases. However, many of the databases which provide people-level data do not provide the information disaggregated by sex. When this is the case, USAID mission staff investigate the possibility of obtaining the data disaggregated by sex. The cost of collecting such original data on a regular basis is then taken into account when selecting indicators. If it is not feasible to build collection of gender-disaggregated information into the program monitoring system for reporting on a regular basis, (preferably on an annual basis), then special studies are called for to obtain the desired information.

E. Status of the Program Information System

The PPIS as of June 31st, 1992, contained information from 55 missions and 6 programmatic units in varying stages of meeting standards set in Agency guidance issued in April 1992. This represents 60 percent of all operational USAID country programs. Israel, Turkey and other base-right countries, several small country programs, and Eastern Europe and the Newly Independent States country programs are not currently deemed appropriate or feasible for program performance information system reporting.

Since June 31st, 1992, several technical assistance teams have been sent to assist missions, and many more are scheduled in this new fiscal year. Their assignments include covering new countries as well as providing assistance to help missions finalize their PPIS and to begin reporting and using this information on a regular basis.

Currently, 17 percent of the missions reporting provide data on actual results for most or all of their strategic objectives and program outcomes. Another 9 percent have set targets and have relevant baseline data for all of their strategic objectives and program outcomes, and have identified likely data sources to provide information on a regular or periodic basis.

Within two years, much progress can be expected. A much higher proportion of missions will have baseline data and be reporting annually on actual results for most or all of their strategic objectives and program outcomes. In addition, more bilateral missions and other operational units will have begun the process of implementing a PPIS.

III. GEOGRAPHIC PROFILES

A. Africa

1. Program Directions and Gender

Economic Growth

All of the USAID missions reporting from Africa have strategic objectives focused on economic growth. Of these 20 missions, eight have at least one gender-disaggregated indicator.

Three missions address gender at the strategic objective level, while five focus on gender at the program outcome level. Gender is addressed primarily under those economic growth programs focused on increased production and productivity, as indicated in Table 1.

As revealed in Table 2, gender is addressed mainly in terms of disaggregation of employment by sex. An increase in women's participation in credit activities, ownership of businesses, use of financial services, and development of technical and managerial skills are the other types of performance results which missions have set under their economic growth programs.

Quality of Life

Of the 16 missions with strategic objectives focused on improvement in quality of life, 15 have at least one indicator disaggregated by sex. As revealed in Table 1, thirteen of the missions address gender at the strategic objective level, while thirteen focus on gender at the program outcome level.

Table 2 sets out the types of indicators which reflect attention to females and males, and the number of countries with such indicators. The most common program direction relating to women under this category deals with family planning, particularly contraceptive knowledge and use. Significant attention is also focused on maternal and child health care and primary education.

Democratic Initiatives

As of June 1992 there were no missions in Africa with democracy and governance as a strategic objective. Some missions did have projects which addressed these topics, but these were not captured by the program level reporting system.

Environment and Natural Resource Management

Three USAID missions reporting from Africa have set strategic objectives focused on environment and natural resource management. Of these three, one mission includes people-level indicators disaggregated by sex at the strategic objective and program outcome level. Gender is addressed in terms of employment and adoption of improved natural resource management practices.

2. Country Case Studies

The USAID mission in Senegal has addressed gender considerations in its strategic objective focused on "a decrease in family size." The Mission has taken into account the importance of reaching both males and females in order to achieve this objective. The first program outcome is to "increase the use of modern contraceptives in urban areas" which will be measured by the percentage of married women of reproductive age using any method of

contraception. The second program outcome is to "increase awareness of modern contraception methods in rural areas." Achievement of the latter will be measured by the percentage of men and women knowledgeable of three modern contraceptive methods.

USAID/Guinea has also addressed gender considerations under its strategic objective focused on "the growth and increased efficiency of agricultural markets." To achieve this objective, the Mission has focused on improving the agricultural marketing policy environment, lowering the cost of agricultural marketing, and improving the financial and investment advisory services in the agricultural sector. The latter, more people-oriented objective, will be measured by showing changes in the amount of private sector agricultural lending, client investment and repayment rates, employment levels, and the number of clients accessing investment and market information. Information will be collected under each of these measures to monitor women, as well as men's, participation and receipt of benefits.

B. Latin America and the Caribbean

1. Program Directions and Gender

Economic Growth

Of the 18 USAID missions reporting from Latin America and the Caribbean with strategic objectives focused on economic growth, seven have at least one indicator disaggregated by sex. Three of these missions monitor gender results at the strategic objective level, and six address gender at the program outcome level (Table 3). Gender is addressed primarily under those economic growth programs focusing on increased production and productivity, as indicated in Table 3.

As revealed in Table 4, most of the missions have targeted program results concerning increases in employment among women and men. An increase in women's participation in credit activities, ownership of businesses, and access to factors of production (particularly land ownership), are the other types of performance results missions have set under their economic growth programs.

Quality of Life

All ten of the missions with strategic objectives focused on improvement in quality of life have at least one gender-disaggregated indicator. As indicated in Table 3, nine missions address gender at the strategic objective level, and nine address gender at the program outcome level.

The most common program direction under this category is family planning, particularly contraceptive use. Substantial attention is also focused on maternal and child health care, AIDS prevention education, and primary education enrollment. Table 4 demonstrates the distribution of these objectives among missions.

Democratic Initiatives

Of the 14 missions with strategic objectives focused on democratic initiatives, six have at least one gender-disaggregated indicator. As shown in Table 3, three of the missions address gender at the strategic objective level, and six consider gender results at the program outcome level.

Table 4 sets out the types of indicators which reflect attention to females and males, and the number of missions with such indicators. Gender is addressed mainly in terms of political representation, civic participation and education, and use of legal services among women and men.

Environment and Natural Resource Management

Of the 14 missions with strategic objectives focused on environment and natural resource management, one mission has monitored people-level results disaggregated by sex at both the strategic objective and program outcome level (Table 3). As shown in Table 4, gender is addressed in terms of female and male headed households receiving technical assistance on environmentally sound cultivation and animal husbandry practices.

2. Country Case Studies

USAID/Bolivia has addressed people-level considerations disaggregated by sex under its strategic objective identified as "the transformation of the Bolivian economy through increased employment, income, investment and productivity in non-coca activities." At the strategic objective level, one of the measures used is the percentage of females and males in the 18-64 age group employed in non-coca activities. To achieve the strategic objective, the Mission has focused on increasing public support and participation in counter-drug programs, increasing economic opportunities in target areas, and generating jobs, investment, and new sources of foreign exchange. The latter program objective will be measured, in part, by showing the number of permanent and temporary jobs (measured by person/months) created by firms/individuals receiving USAID support services, and the number of permanent and temporary jobs (measured by person/months) generated with USAID resources outside the primary coca producing area. Information on women will be collected under each of these measures to monitor women as well as men's participation and receipt of benefits.

The USAID mission in the Dominican Republic has also addressed people-level considerations disaggregated by sex under its strategic objective focused on the achievement of "participatory democratic reform." Measures used at the strategic objective level include citizen awareness and perception of an open, participatory decision making process among males and females. To achieve this strategic objective, the Mission has focused on 1) the provision of democratic education among males and females, as measured by citizen awareness of the advantages of a participatory democratic system, and 2) the achievement of electoral reform, as measured by men and women's confidence in the fairness of the electoral process, and 3) other

policy and regulatory reforms. Additional gender-disaggregated indicators, such as the number of female and male technical staff replaced with the change of government, are present at the sub-program outcome level as well.

C. Asia

1. Program Directions and Gender

Economic Growth

All of the USAID missions reporting from Asia have strategic objectives focused on economic growth. Of these ten missions, two reported at least one gender-disaggregated indicator. As presented in Table 5, one mission addresses gender at the strategic objective level, and one considers gender results at the program outcome level.

Table 6 sets out the types of indicators which reflect attention to females and males, and the number of missions with such indicators. The three most common performance results which missions have set under their economic growth programs include women's employment and participation in small business management training, and girl's enrollment in primary education.

Quality of Life

Of the seven missions with strategic objectives focused on improvement in quality of life, six have at least one indicator disaggregated by sex. As indicated in Table 5, three of the missions address gender at the strategic objective level, and five monitor gender results at the program outcome level.

As revealed in Table 6, the most common program directions under this category relate to the use of family planning services, particularly the use of contraceptive methods by females. Maternal and child health care, primary education enrollment, and female teacher training are the other kinds of performance results missions have set under their improvement in quality of life programs.

Democratic Initiatives

Of the five missions with strategic objectives related to democratic initiatives, one mission includes people-level indicators disaggregated by sex at the program outcome level. As indicated in Table 6, the mission has focused attention on women's political representation and legal rights.

Environment and Natural Resource Management

All of the five USAID missions reporting from Asia with strategic objectives focused on environment and natural resource management focus attention on natural resource management. Of these four missions, two provide people-level results at the strategic objective program outcome level. However, none of the missions provide indicators disaggregated by sex.

2. Country Case Studies

The USAID mission in Pakistan has integrated people-level considerations disaggregated by sex in its strategic objective focused on "reducing constraints to equitable participation in development." Program outcomes identified include increasing the availability of economic and social infrastructure in target areas, decreasing constraints to women's participation in the market, and increasing the availability and use of family planning services by men and women. Progress toward women's increased participation in the market is measured by the participation rate of girls in targeted primary schools, the number of women involved in AID-initiated income producing activities, and the number of women trained in small business management skills in select areas. Progress concerning the availability and use of family planning services is measured by two standard indicators; contraceptive prevalence rate and couple years of protection provided by AID funded contraceptives.

USAID/Nepal has also considered the distribution of impacts under its strategic objective focused on the "increased use of family planning, child survival, and malaria control services." To measure progress at the strategic objective level, the following indicators are utilized: 1) Contraceptive prevalence rate of temporary methods in 15 districts, 2) total contraceptive prevalence rate, 3) incidence of diarrheal disease in infants and children in five project districts, and 4) incidence of malaria cases. To achieve the strategic objective, the Mission has focused on increasing the availability and quality of family planning services, increasing governmental and public support for family planning, creating a decentralized, integrated service delivery system, improving the malaria case detection and treatment response system, increasing the availability of child survival services, and increasing the quality of child survival services in program areas. Indicators used for the latter two objectives include the number of families served by women-to-women health education in four project districts, the number of mothers in project districts able to correctly prepare Oral Rehydration Therapy (ORT), and the number of mothers in project districts able to correctly use ORT.

D. Near East

1. Program Directions and Gender

Economic Growth

All of the USAID missions reporting from the Near East have strategic objectives focused on economic growth. Of these six missions, two have at least one gender-disaggregated

indicator. Two missions address gender at the strategic objective level, and two consider gender results at the program outcome level. As revealed in Table 7, gender is equally monitored under those economic growth programs focusing on increased production and productivity, and those focusing on increased economic participation.

As Table 8 indicates, gender results are monitored primarily in terms of the number of women business owners (particularly of small and medium enterprises), women's access to credit, and women's employment in professional positions.

Quality of Life

All of the four missions which have strategic objectives focusing on improvement in quality of life have at least one gender-disaggregated indicator. As shown in Table 7, four missions monitor gender results at the strategic objective level, and four consider gender at the program outcome level.

As indicated in Table 8, the most common program results reported concerning women under this category relates to family planning, particularly contraceptive use. The second most frequently cited program area points to the improvement of maternal and child health care. One mission reported on women's educational accomplishments, particularly literacy rates.

Democratic Initiatives

As of June 1992 there were no missions in the Near East with democracy and governance as a program theme.

Environment and Natural Resource Management

Three USAID missions reporting from the Near East have set strategic objectives focused on environment and natural resource management. All three missions oriented their programs toward improvements in natural resource management, while one mission also focused on the reduction of environmental degradation and damage. As indicated in Tables 7-8, none of the missions reported people-level or gender-disaggregated results.

2. Country Case Studies

USAID/Morocco has identified the expansion of the small and medium enterprise sector as a key variable to providing employment for Morocco's rapidly expanding urban labor force. Under its strategic objective focused on "expanding the base of small and medium enterprises (SMEs)," women have been fully incorporated into its program performance measuring system. The Mission has taken into account women as well as men's participation and receipt of benefits. For instance, at the strategic objective level, performance will be measured, in part, by the number of SME establishments created by gender. To achieve the strategic objective, the Mission has focused on; improving the enabling policy/regulatory framework for the creation

of SMEs, increasing access to business financing, and enhancing entrepreneurial and business skills. While the first program outcome would not be amenable to gender-disaggregation, the second and third program outcomes are more people-oriented, and are disaggregated by sex. Measures used to monitor the second program objective include the value of commercial credit to SMEs (by gender), and the average size of commercial loans to SMEs (by gender). The third program outcome, focusing on entrepreneurial and business skills, is measured by the average profitability of SMEs measured in terms of return on capital, assets, and sales (both by sector and gender).

The USAID mission in Yemen has considered gender in developing its strategic objective focused on "the creation of more responsive systems and practices in select family planning, health, and women's development institutions." At the strategic objective level, indicators used to measure progress include the contraceptive prevalence rate and the number of women in professional positions, among others. Four program results have been identified to achieve this strategic objective, including 1) improvements in the accountability and responsiveness of select institutions responsible for Yemen's development policies, planning and management, 2) increased use of maternal and child health care services, 3) improved planning and management systems for maternal and child health care services, and 4) the expansion of economic opportunities for women. While numerous people-level and gender-disaggregated indicators are used to measure progress under each of these objectives, the latter program outcome is a notable example of gender-disaggregated reporting. Indicators such as the number of jobs created, literacy rates, participation in professional positions, and the number and size of businesses created, are measured in terms of the impact on both women and men.

E. Regional Bureaus and Offices

1. Program Directions and Gender

Economic Growth

All of the USAID operational units covered by the PRISM database have strategic objectives focused on economic growth. Of these six units, two have at least one gender-disaggregated indicator. As Table 9 indicates, one operational unit has monitored gender results at the strategic objective level, and two units address gender at the program outcome level.

Table 10 sets out the types of indicators which reflect attention to females and males, and the number of operational units with such indicators. The most common program direction under the economic growth category relates to women's professional employment and training in business management skills. Other reported program directions include women's business ownership and educational achievement.

Quality of Life

Of the two operational units reporting program directions aimed at improving quality of life, one addresses gender at the strategic objective level (Table 9). As Table 10 indicates, attention is focused on maternal and child health care as well as contraceptive use by females.

Democratic Initiatives

As of June 1992, there was one operational unit reporting democracy and governance as a program direction, focusing primarily on the issue of democratic representation. Table 9 reveals that people-level impacts are addressed at the program outcome level, however, the indicators are not disaggregated by sex.

Environment and Natural Resource Management

All of the four operational units under this category have strategic objectives focused on natural resource management, with one unit also focusing attention on the reduction of environmental degradation and damage. Table 9 reveals that of the four operational units reporting, two address people-level impacts at the strategic objective level, and three consider people-level results at the program outcome level. However, none of the reporting operational units provided indicators disaggregated by sex (Table 10).

IV. SUMMARY

A significant number of missions reporting from Africa, Latin America and the Caribbean, and to a lesser extent missions reporting from Asia, the Near East, and those operational units with programmatic responsibilities, have set their strategic objective and program outcome indicators to monitor country program impact at the people-level. At present, people-level indicators disaggregated by sex are heavily concentrated in program areas concerning the use of family planning services, contraceptive knowledge and use, and maternal and child health care. Less disaggregation of people-level indicators is apparent among activities related to employment, primary education, and activities associated with democracy and governance. Finally, very few of the people-level indicators focusing on participation in higher education, access to and ownership of factors of production, and overall participation in the economy are gender-disaggregated. The following section identifies common trends across geographic regions and highlights areas which offer the greatest potential for gender-disaggregated reporting. Missions should revisit these areas to consider more carefully the feasibility of obtaining the data disaggregated by sex, either on a regular basis or through periodic special studies.

Economic Growth

An area of significant opportunity exists among missions reporting from Africa, Latin America and the Caribbean, Asia, and the Near East which have strategic objectives and

program outcomes focused on increased production and productivity. Missions reporting from Africa have made progress in monitoring the impact of their programs at the people-level. Many of these people-level indicators are disaggregated by sex. However, further disaggregation could be achieved for indicators such as the "number of new jobs created in the private sector," and the "number of farmers using new production-increasing, resource-conserving technologies and practices."

Similarly, missions reporting from Latin America and the Caribbean have considered people-level impact under their program objectives focusing on increased production and productivity. However, many of the people-level indicators (particularly those related to farmers) are not disaggregated by sex, and therefore do not show the distribution of benefits (such as receipt of agricultural advisory services) between men and women. In addition, many of the indicators in this cluster are production or output oriented, such as the "annual grain production growth rate," which are not appropriate for disaggregation. However, associated impacts on people might be documented. Once this is achieved, the distribution of benefits between men and women in this cluster could also be considered.

Missions reporting from Asia with program objectives under the increased production and productivity cluster have oriented their programs toward improving infrastructure, increasing production, and reducing barriers to international trade, with less of an emphasis on people-focused results. The lack of people-level indicators may be because the missions do not consider it within their manageable interest to achieve people-level results within the specified time-frame. These missions should reconsider why there are no people-level indicators, and if people-level results can be monitored, they should be disaggregated by sex.

The potential for gender-disaggregation is also apparent among missions reporting from Africa with program objectives that fall under the international trade cluster. Of the three missions with international trade objectives, all include people-level indicators such as the "number of jobs created." With people-level results already being monitored, further attention should be focused on the potential for monitoring the distribution of benefits between men and women through the disaggregation of indicators by sex. Progress has also been made among missions reporting from Latin America and the Caribbean in incorporating people-level indicators in their monitoring strategies under this cluster, primarily concerning employment. These missions should review the feasibility of collecting these indicators disaggregated by sex.

Of the reporting operational units in Regional Bureaus and missions reporting from the Near East with strategic objectives falling under the increased international trade cluster, few have identified people-level indicators as a part of their program performance monitoring plan. These missions and operational units have concentrated attention on reducing policy and regulatory constraints impeding trade and investment, with less of an emphasis on people-level impacts. These missions and operational units should assess why there are so few people-level indicators among their country or regional program objectives, and if appropriate, include people-level indicators disaggregated by sex or plan for periodic special studies to do this.

Missions reporting from the Near East have successfully considered people-level impacts and their distribution among men and women in strategic objectives falling under the increased economic participation cluster. Many of these program strategies include gender-disaggregated indicators at both the strategic objective and program outcome levels.

Quality of Life

Another area for further reconsideration of gender-disaggregation appears among operational units reporting program objectives under the improved family planning services cluster. Most of the indicators focused on women, but often did so to the exclusion of men, i.e., indicators such as the "number of non-pregnant women citing lack of knowledge of contraceptive methods as constraint to use." By disaggregating information by sex, the distribution of benefits between women and men could be revealed.

Note that the collection of information on both males and females might be more fully achieved under the improved basic education cluster for missions reporting from Africa. Of the people-level indicators reported, such as the "number of primary school children completing 6th grade" and the "number of children completed P6 who are literate and numerate," most are not disaggregated. The feasibility of collecting this information disaggregated by sex should be considered. In so doing, progress in reducing gender gaps in educational opportunity, among other important findings, would be revealed.

Democratic Initiatives

There also appears to be potential for greater gender-disaggregation among the fourteen missions reporting from Latin America and the Caribbean with strategic objectives under the democratic initiatives cluster. All of the missions reported at least one people-level indicator, however, less than half of these indicators are disaggregated by sex. More specifically, under the promotion of lawful governance cluster, all of the strategic objectives and program outcomes have at least one corresponding people-level indicator, however, only a minority are disaggregated by sex. The feasibility of disaggregating indicators by sex, such as the "voter participation in select urban areas" and the "number of eligible voters registered" should be considered more carefully. Similarly, missions reporting from Asia have identified people-level impacts under the strengthen democratic representation cluster, and should reassess the feasibility of reporting these indicators disaggregated by sex.

Environment and Natural Resource Management

Finally, the potential for disaggregation in the environment and natural resource management theme should be explored further, under which the majority of the 14 missions reporting from Latin America and the Caribbean have identified at least one people-level indicator. For example, the indicator the "number of farmers in target area using improved agronomic systems" may be amendable to disaggregation. Similarly, a window of opportunity exists for the operational units with objectives falling under both the improved natural resource

management and reduced environmental degradation and damage clusters. Over half the operational units reported at least one people-level indicator (many which concern employment opportunities) that might be amenable to disaggregated by sex, such as the "number of natural resource managers."

Missions reporting from Asia and the Near East have included very few people-level indicators as a part of their PPIs under the environment and natural resource management theme. Of the five missions reporting from Asia with strategic objectives under this theme, one included people-level impact results. Similarly, of the three missions reporting from the Near East under the environment and natural resource theme, only one has included a people-level indicator. Missions reporting from these regions should evaluate whether people-level results are achievable, and if so, the feasibility of collecting the information disaggregated by sex should be carefully considered.

V. COMMENTS AND RECOMMENDATIONS

Progress has been made by AID in increasing the awareness of its staff of the importance of gender considerations in planning and implementing development programs. It is now time to focus more resources and attention on analyses of the implications of gender in achieving specific program objectives, and the necessary and sufficient conditions which must be met at the activity/project level. Such analyses will permit missions to better understand the factors which need to be addressed so that their program outcomes and strategic objectives are beneficial to women as well as men.

The limitations and constraints to getting data into the PPIs in regards to people-level impacts disaggregated by sex (as discussed in section II) should not be used as an excuse for not addressing gender issues in country program strategy design. Missions need to be mindful of the implications of their strategic objective and program outcomes vis a vis the distribution of benefits and eventual people-level impacts. If it is not feasible to build collection of gender-disaggregated information into the program monitoring system for reporting on a regular basis, then special studies should be identified and carried out to obtain the desired information. CDIE/E/SDS and the geographic bureaus shall be making suggestions to missions about indicators and possibly asking that information be collected on a core set of indicators. CDIE/E/SDS and each geographic bureau ought to ensure that any guidance on indicators has adequately incorporated attention to people-level impacts disaggregated by sex.

To help strengthen and increase the positive impact of AID development programs on females and males, as well as to document this impact, the following suggestions are made:

First, more attention should be given to planning for special studies and providing the baseline data from which to measure results. Unless planned for in advance, comparative information is unlikely to be available for analytical work in the future.

Second, resources need to be made available for missions to draw upon to provide limited but critical inputs to host country units responsible for collecting, analyzing, and publishing national statistics so that modifications can be made for the collection of information by gender in existing data collection, analyses, and reporting systems. In order to use scarce resources effectively, AID should develop guidelines for prioritizing areas for data collection, analysis and dissemination including considerations such as: the relative importance of a program to the direction of development in the country, the potential for differential impacts on men and women that could affect results, and the lack of knowledge of gender roles and responsibilities in the key program areas, and the extent to which women are undercounted in statistics or statistics are poor in the program area. Missions could also conduct research to develop and test proximate indicators for areas where gender-disaggregated data are inadequate.

Third, a concerted effort should be made to inform missions of the technical/advisory resources available to them, such as the services provided by the regional WID coordinators, the Office of Women in Development, and the GENESYS Project, to assist them in making sure that their program objectives and the activities which support them consider gender factors. For instance, GENESYS has been working with Missions and Bureaus to help them design phased programs to fully integrate gender into their country development strategies as part of the normal planning cycle. As do the regional WID Coordinators, GENESYS provides missions with technical assistance in identifying key gender considerations which impact on program/project success. Procedures for requesting this and other technical assistance need to be simplified so that all of the missions desiring technical assistance will be reached.

Fourth, guidance issued by the Bureaus and their review of country program performance assessments ought to continue to encourage missions to report people-level and sex-disaggregated data, and to have strategies that have incorporated gender considerations. The Africa and Latin America and the Caribbean Bureaus have been working toward providing missions with practical guidance on incorporating gender into their reporting documents and PPIs. The Asia Bureau recently provided its missions with WID Action Plan guidance. These are positive steps which should be considered among all of the Regional Bureaus and Offices. Additionally, mission submissions of country program strategies for bureau approval ought to include a section documenting consideration of the gender variable.

Finally, it should be noted that many of the missions are in the early stages of developing their program strategies. The extent to which gender is incorporated into a mission's program performance information system is dependent, in part, on the how fully the mission's program strategy reflects people-level impact. Therefore, technical assistance should continue to be made available through PRISM to assist missions in fully implementing their program performance monitoring system, and to provide them with assistance on how to incorporate people-level results disaggregated by sex into their program performance information systems. This technical assistance should include consideration of the gender variable as an integral component in the development of country program strategies. To document this, PRISM related team reports ought to incorporate information on gender considerations in the identification of country program strategy components.

ACRONYMS

AID/W - Agency for International Development/Washington D.C.
AP - Action Plan (report for Latin America and the Caribbean Bureau)
API - Assessment of Program Impact (report for Africa Bureau)
CDIE - Center for Development Information & Evaluation
CDIE/SDS - Center for Development Information & Evaluation/Systems Design and Support Division
CPSP - Country Program Strategic Plan (report for Africa Bureau)
OPS - Directorate for Operations
PO - Program Outcome
POD - Program Objectives Document (report for Latin America and the Caribbean Bureau)
POI - Program Outcome Indicator
POL - Directorate for Policy
PPIS - Program Performance Information System
PRISM - Program Performance Information for Strategic Management
R&D/WID - Bureau for Research and Development, Office of Women in Development
SO - Strategic Objective
SOI - Strategic Objective Indicator
SME - Small and Medium Enterprises
USAID - United States Agency for International Development field offices as opposed to AID/Washington, D.C.

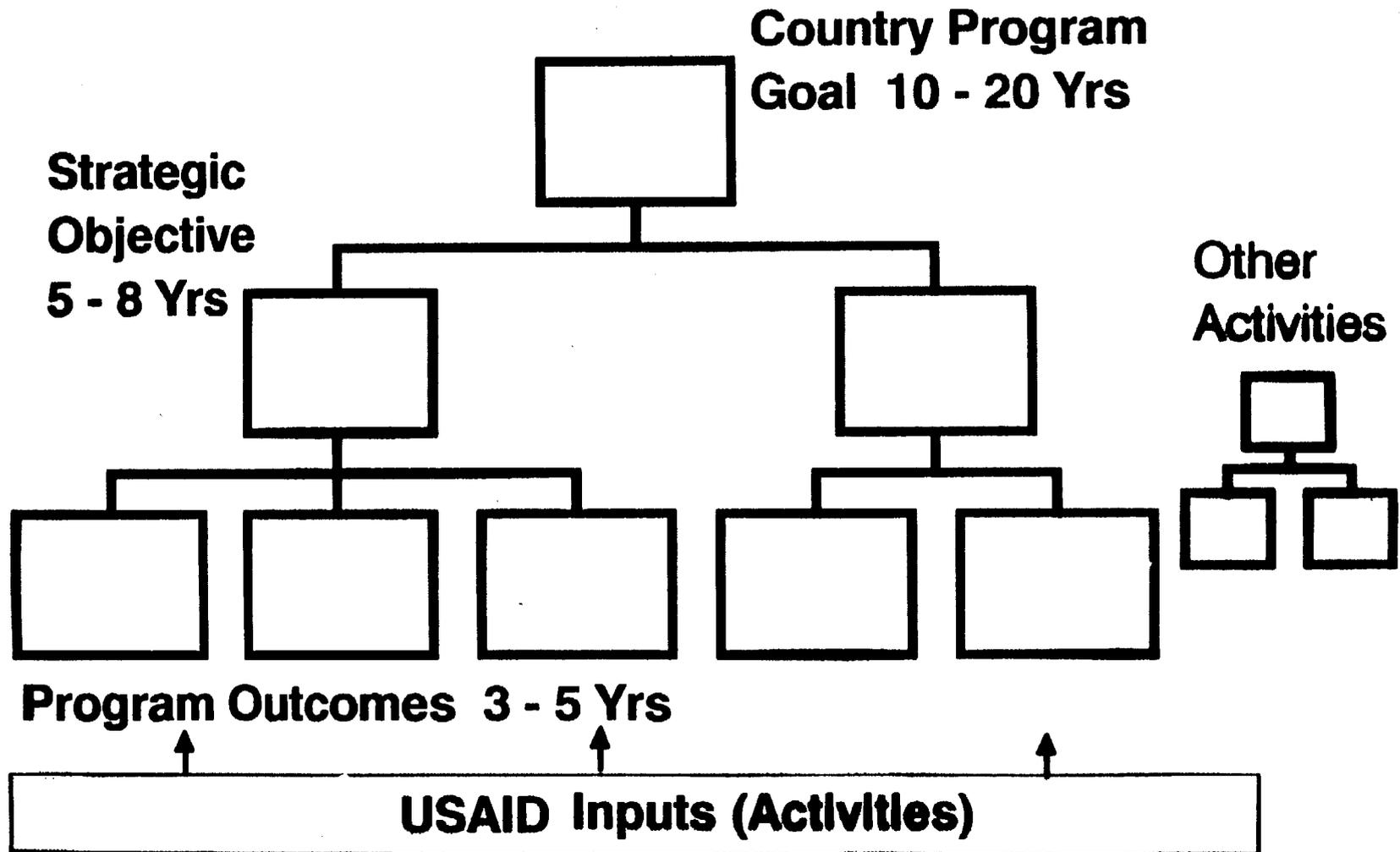
APPENDIX 1

CLUSTER DEFINITIONS

CLUSTERS	DEFINITIONS
ECONOMIC GROWTH	
1. Increased Production/Productivity	Strategies designed to increase production or productivity by increasing competitiveness, the efficiency of production, and the efficiency of domestic markets; programs with strategies in this cluster are aimed at privatization and increasing investment in business and agriculture.
2. Increased International Trade	Strategies to improve international competitiveness and the balance of trade, and, especially, to increase and diversify traditional and non-traditional exports.
3. Improved Policy/Supporting Environment	Strategies to improve the enabling environment for economic growth such as structural adjustment and stabilization, finance and trade liberalization, macroeconomic and sector policy reform, and physical and institutional infrastructure strengthening.
4. Increased Economic Participation	Strategies aimed at targeting investment broadly to achieve more equitable income distribution, credit flows, and ownership of the means of production; particular target population may be distinguished by ethnicity or gender, by the size of their productive assets, by income, or by other similar criteria.
DEMOCRATIC INITIATIVES	
1. Strengthening Democratic Representation	Increasing the participation of citizens in the formation and implementation of public policy; supporting the establishment of peaceful and stable forms of political competition; and free flow of information.
2. Promoting Lawful Governance	Helping to establish formal constraints on the actions of civil servants, the military and police; supporting legal processes which contribute to peaceful and predictable social and economic interaction.
3. Supporting Respect of Human Rights	Helping to establish a framework of law and legal procedures that protect the integrity of the person and the exercise of basic rights.
4. Encouraging Democratic Values	Supporting the emergence of basic democratic values of tolerance for diverse opinions, the value of political compromise, acceptance of majority rule and respect for minority rights and gender, supremacy of civil authority over the military.

QUALITY OF LIFE	
1. Improving Child Survival and Maternal Health	Strategies related to or directly influencing the health and survival of infants, children and women of child-bearing age. This includes efforts to decrease infant, child, and maternal mortality through immunization, nutrition and good health practices.
2. Reducing Incidence of AIDS and Other Selected Diseases	Strategies related to both the prevention and control of HIV/AIDS and other diseases. Also included are strategies related to the improvement of conditions, such as potable water and proper sanitation, which result in reduced incidence of disease.
3. Improving Family Planning	Objectives related to family planning including strategies which increase use and access to contraception and of family planning services.
4. Improving Basic Education	Strategies to increase the accessibility and quality of basic education.
5. Improved Health Systems	Objectives which focus on the improvement of overall health systems. This includes strategies to improve the sustainability of services, their efficiency and quality.
ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT	
1. Improved Natural Resource Management	Efforts to improve the management of natural resources that are known to be critical for economic, ecological and health reasons. Relevant activities are those that contribute to the establishment and implementation of those policy incentives, regulations and practices which would foster the sustainable use of natural resources including soil, forests, flora, fauna, freshwater, watersheds, coastal and energy resources.
2. Reduced Environmental Degradation and Damage	Efforts to prevent, mitigate or reverse damage to the environment caused by indiscriminate practices. Relevant activities are those that contribute to the establishment and implementation of policy incentives, regulations and practices which would begin reversing the deteriorated state of the environment, natural resources and urban/industrial environments that are critical for health, economic and ecological reasons. These include emphasis on air, water, soil and other degraded natural resources through such mechanisms as pollution prevention, recycling, use of renewables, energy efficient technologies, proper waste management and other approaches.

USAID Hierarchy of Objectives



APPENDIX 3

TABLE 1

PEOPLE-LEVEL AND GENDER-DISAGGREGATED INDICATORS REPORTED AS OF JUNE 1992*
(by geographical region & type of objective)

	Number of missions in theme or cluster**	Number of missions which have at least one people-level SO and/or SOI	Number of missions which have at least one people-level SO and/or SOI that addresses gender	Number of missions which have at least one people-level PO and/or POI	Number of missions which have at least one people-level PO and/or POI that addresses gender
AFRICA (20 missions)	N/A	19	15	18	16
I. Economic Growth	20	15	3	15	5
A. Increased Production/ Productivity	16	10	2	11	4
B. Increased International Trade	3	1	0	2	1
C. Improved Policy/Supporting Environment	4	2	0	1	1
D. Increased Economic Participation	2	2	1	2	0
II. Quality of Life	16	16	13	15	13
A. Improved Child Survival & Maternal Health	5	5	2	5	4
B. Reduced Incidence of AIDS & Other Selected Diseases	2	2	0	2	2
C. Improved Health Systems	2	2	1	2	2

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	Number of missions in theme or cluster	Number of missions which have at least one people-level SO and/or SOI	Number of missions which have at least one people-level SO and/or SOI that addresses gender	Number of missions which have at least one people-level PO and/or POI	Number of missions which have at least one people-level PO and/or POI that addresses gender
D. Improved Family Planning Services	9	9	9	8	8
E. Improved Basic Education	5	5	3	4	1
III. Democratic Initiatives	No missions with this strategic objective	N/A	N/A	N/A	N/A
IV. Environment & Natural Resource Management	3	1	1	2	1
A. Improved Natural Resource Management	3	1	1	2	1
B. Reduced Environmental Degradation & Damage	No missions with this strategic objective	N/A	N/A	N/A	N/A

* This table does not include proxy indicators for people-level data.

** Missions may have more than one objective counted under several theme and/or cluster categories.

Key

SO - Strategic Objective

SOI - Strategic Objective Indicator

PO - Program Outcome

POI - Program Outcome Indicator

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TABLE 2**REPORTING OF GENDER-DISAGGREGATED INDICATORS BY USAID MISSIONS
(by geographical region & type of activity)**

Main areas in which gender-disaggregated indicators were reported by missions	Number of missions in theme	Number of missions reporting at least one gender-disaggregated indicator at the strategic objective and/or program outcome level
AFRICA		
I. Economic Growth	20	8
Women & men's employment and income		4
Women's participation in credit activities		2
Women's use of business, investment & advisory services		1
Ownership of businesses by women		1
Women's participation in improved agricultural technology, research & education		1
Technical and managerial skills of women		1
II. Quality of Life	16	15
Contraception use: females		11
Contraception use: females & males		4
Contraception use: males (condoms)		2
Maternal & child health care		5
Girls and boys enrollment/performance in primary schools		4
Information, education & communication: females		3

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Main areas in which gender-disaggregated indicators were reported by missions	Number of missions in theme	Number of missions reporting at least one gender-disaggregated indicator at the strategic objective and/or program outcome level
Information, education & communication: females & males		2
Information, education & communication: males		1
Utilization of Family Planning services		2
Community based agents trained		1
Prevalence of Sexually Transmitted Diseases: males & females (Syphilis)		1
Legislation implemented giving women increased reproductive rights		1
III. DEMOCRATIC INITIATIVES	0	0
IV. ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT	3	1
Female & male employment/income in buffer zones		1
Adoption of improved natural resource practices: women and men		1

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TABLE 3

PEOPLE-LEVEL AND GENDER-DISAGGREGATED INDICATORS REPORTED AS OF JUNE 1992*
(by geographical region & type of objective)

	Number of missions in theme or cluster**	Number of missions which have at least one people-level SO and/or SOI	Number of missions which have at least one people-level SO and/or SOI that addresses gender	Number of missions which have at least one people-level PO and/or POI	Number of missions which have at least one people-level PO and/or POI that addresses gender
LATIN AMERICA & THE CARIBBEAN (19 missions)	N/A	18	12	19	14
I. Economic Growth	18	8	3	12	6
A. Increased Production/Productivity	7	4	2	7	2
B. Increased International Trade	8	2	0	4	3
C. Improved Policy/Supporting Environment	7	1	0	4	1
D. Increased Economic Participation	3	3	1	2	2
II. Quality of Life	10	10	9	9	9
A. Improved Child Survival & Maternal Health	6	5	5	5	5
B. Reduced Incidence of AIDS & Other Selected Diseases	4	4	2	4	3
C. Improved Health Systems	2	2	2	2	2
D. Improved Family Planning Services	7	7	7	6	6
E. Improved Basic Education	3	3	2	3	3

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	Number of missions in theme or cluster	Number of missions which have at least one people-level SO and/or SOI	Number of missions which have at least one people-level SO and/or SOI that addresses gender	Number of missions which have at least one people-level PO and/or POI	Number of missions which have at least one people-level PO and/or POI that addresses gender
III. Democratic Initiatives	14	14	3	14	6
A. Strengthened Democratic Representation	2	2	1	2	2
B. Promotion of Lawful Governance	10	9	2	10	3
C. Support for Human Rights	1	1	0	1	0
D. Encouragement of Democratic Values	2	2	0	2	1
IV. Environment & Natural Resource Management	14	4	1	11	1
A. Improved Natural Resource Management	14	4	1	11	1
B. Reduced Environmental Degradation & Damage	1	0	0	1	0

*This table does not include proxy indicators for people-level data.

**Missions may have more than one objective counted under several theme and/or cluster categories.

Key

SO - Strategic Objective

SOI - Strategic Objective Indicator

PO - Program Outcome

POI - Program Outcome Indicator

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TABLE 4**REPORTING OF GENDER-DISAGGREGATED INDICATORS BY USAID MISSIONS
(by geographical region & type of activity)**

Main areas in which gender-disaggregated indicators were reported by missions	Number of missions in theme	Number of missions reporting at least one gender-disaggregated indicator at the strategic objective and/or program outcome level
LATIN AMERICA AND THE CARIBBEAN		
I. Economic Growth	18	7
Women & men's employment		3
Women's participation in credit activities		1
Women's participation in the economy: business ownership		1
Women & men's access to factors of production: land ownership		1
II. Quality of Life	10	10
Contraception use: females		8
Contraception use: females & males		2
Contraception use: males (condom use)		1
Maternal & child health care		6
HIV/AIDS prevention education: male condom use		4
Prevalence of Sexually Transmitted Diseases (including HIV/AIDS): males & females		2
Participation in primary education: girls & boys		3

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Main areas in which gender-disaggregated indicators were reported by missions	Number of missions in theme	Number of missions reporting at least one gender-disaggregated indicator at the strategic objective and/or program outcome level
III. DEMOCRATIC INITIATIVES	14	6
Training of political candidates, judges & judicial employees, Congressional members & staff, and law students: male & female		3
Women & men's perception of the electoral process, judicial system, legislative & municipal government		2
Political representation: women & men holding political office, serving as community representatives, public defenders & prosecutors		2
Receipt of civic education & related information: women & men		2
Receipt of legal services: female & male		1
Participation in electoral process: women & men		1
IV. ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT	14	1
Receipt of technical assistance on environmentally sound cultivation & animal husbandry practices: female & male headed households		1

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TABLE 5

PEOPLE-LEVEL AND GENDER-DISAGGREGATED INDICATORS REPORTED AS OF JUNE 1992*
(by geographical region & type of objective)

	Number of missions in theme or cluster**	Number of missions which have at least one people-level SO and/or SOI	Number of missions which have at least one people-level SO and/or SOI that addresses gender	Number of missions which have at least one people-level PO and/or POI	Number of missions which have at least one people-level PO and/or POI that addresses gender
ASIA (10 missions)	N/A	8	3	7	4
I. Economic Growth	10	5	1	4	1
A. Increased Production/Productivity	8	2	0	3	1
B. Increased International Trade	No missions with this strategic objective	N/A	N/A	N/A	N/A
C. Improved Policy/Supporting Environment	5	2	1	0	0
D. Increased Economic Participation	1	1	0	1	1
II. Quality of Life	7	7	3	5	5
A. Improved Child Survival & Maternal Health	2	2	2	2	2
B. Reduced Incidence of AIDS & Other Selected Diseases	2	2	1	1	1
C. Improved Health Systems	2	2	0	2	1
D. Improved Family Planning Services	3	3	3	2	2
E. Improved Basic Education	2	2	0	2	2

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	Number of missions in theme or cluster	Number of missions which have at least one people-level SO and/or SOI	Number of missions which have at least one people-level SO and/or SOI that addresses gender	Number of missions which have at least one people-level PO and/or POI	Number of missions which have at least one people-level PO and/or POI that addresses gender
III. Democratic Initiatives	5	4	0	3	1
A. Strengthened Democratic Representation	3	3	0	2	0
B. Promotion of Lawful Governance	1	0	0	1	0
C. Support for Human Rights	No missions with this strategic objective	N/A	N/A	N/A	N/A
D. Encouragement of Democratic Values	1	1	0	1	1
IV. Environment & Natural Resource Management	5	1	0	1	0
A. Improved Natural Resource Management	5	1	0	1	0
B. Reduced Environmental Degradation & Damage	No missions with this strategic objective	N/A	N/A	N/A	N/A

*This table does not include proxy indicators for people-level data.

*Missions may have more than one objective counted under several theme and/or cluster categories.

Key

SO - Strategic Objective

SOI - Strategic Objective Indicator

PO - Program Outcome

POI - Program Outcome Indicator

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TABLE 6**REPORTING OF GENDER-DISAGGREGATED INDICATORS BY USAID MISSIONS
(by geographical region & type of activity)**

Main areas in which gender-disaggregated indicators were reported by missions	Number of missions in theme	Number of missions reporting at least one gender-disaggregated indicator at the strategic objective and/or program outcome level
ASIA		
I. Economic Growth	10	2
Women's employment & participation in small business management training		1
Girl's participation in primary education		1
II. Quality of Life	7	6
Contraception use: females		4
Contraception use: females & males		1
Utilization of Family Planning services		4
Maternal & child health care		2
Participation in primary education: girls & boys		2
Teacher training: females		1
III. DEMOCRATIC INITIATIVES	5	1
Women's political representation & legal rights		1
IV. ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT	5	0

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TABLE 7

PEOPLE-LEVEL AND GENDER-DISAGGREGATED INDICATORS REPORTED AS OF JUNE 1992*
(by geographical region & type of objective)

	Number of missions in theme or cluster**	Number of missions which have at least one people-level SO and/or SOI	Number of missions which have at least one people-level SO and/or SOI that addresses gender	Number of missions which have at least one people-level PO and/or POI	Number of missions which have at least one people-level PO and/or POI that addresses gender
NEAR EAST (6 missions)	N/A	5	4	5	4
I. Economic Growth	6	4	2	4	2
A. Increased Production/Productivity	4	3	1	3	1
B. Increased International Trade	3	0	0	1	0
C. Improved Policy/Supporting Environment	1	1	0	1	0
D. Increased Economic Participation	1	1	1	1	1
II. Quality of Life	4	4	4	4	4
A. Improved Child Survival & Maternal Health	2	2	2	2	2
B. Reduced Incidence of AIDS & Other Selected Diseases	No missions with this strategic objective	N/A	N/A	N/A	N/A
C. Improved Health Systems	2	2	2	2	2
D. Improved Family Planning Services	2	2	2	2	2
E. Improved Basic Education	No missions with this strategic objective	N/A	N/A	N/A	N/A

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	Number of missions in theme or cluster	Number of missions which have at least one people-level SO and/or SOI	Number of missions which have at least one people-level SO and/or SOI that addresses gender	Number of missions which have at least one people-level PO and/or POI	Number of missions which have at least one people-level PO and/or POI that addresses gender
III. Democratic Initiatives	No missions with this strategic objective	N/A	N/A	N/A	N/A
IV. Environment & Natural Resource Management	3	1	0	0	0
A. Improved Natural Resource Management	3	1	0	0	0
B. Reduced Environmental Degradation & Damage	1	0	0	0	0

*This table does not include proxy indicators for people-level indicators.

*Missions may have more than one objective counted under several theme and/or cluster categories.

Key

SO - Strategic Objective

SOI - Strategic Objective Indicator

PO - Program Outcome

POI - Program Outcome Indicator

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TABLE 8**REPORTING OF GENDER-DISAGGREGATED INDICATORS BY USAID MISSIONS
(by geographical region & type of activity)**

Main areas in which gender-disaggregated indicators were reported by missions	Number of missions in theme	Number of missions reporting at least one gender-disaggregated indicator at the strategic objective and/or program outcome level
NEAR EAST		
I. Economic Growth	6	2
Women's ownership of small and medium enterprises and access to credit		2
Women's employment (professional positions)		1
II. Quality of Life	4	4
Contraception use: females		4
Contraception use: females & males		1
Maternal & child health care		2
Women's education: literacy		1
III. DEMOCRATIC INITIATIVES	0	0
IV. ENVIRONMENT AND NATURAL RESOURCE MANAGEMENT	3	0

0/7

TABLE 9

PEOPLE-LEVEL AND GENDER-DISAGGREGATED INDICATORS REPORTED AS OF JUNE 1992*
(by type of objective)

	Number of operational units in theme or cluster**	Number of operational units which have at least one people-level SO and/or SOI	Number of operational units which have at least one people-level SO and/or SOI that addresses gender	Number of operational units which have at least one people-level PO and/or POI	Number of operational units which have at least one people-level PO and/or POI that addresses gender
REGIONAL BUREAUS & OFFICES (6 operational units)	N/A	6	2	5	2
I. Economic Growth	6	3	1	4	2
A. Increased Production/Productivity	1	0	0	0	0
B. Increased International Trade	5	1	1	3	2
C. Improved Policy/Supporting Environment	2	1	0	2	0
D. Increased Economic Participation	1	1	0	1	0
II. Quality of Life	2	2	1	1	0
A. Improved Child Survival & Maternal Health	1	1	1	0	0
B. Reduced Incidence of AIDS & Other Selected Diseases	1	1	0	1	0
C. Improved Health Systems	1	1	0	1	0
D. Improved Family Planning Services	No operating units with this strategic objective	N/A	N/A	N/A	N/A

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	Number of operational units in theme or cluster	Number of operational units which have at least one people-level SO and/or SOI	Number of operational units which have at least one people-level SO and/or SOI that addresses gender	Number of operational units which have at least one people-level PO and/or POI	Number of operational units which have at least one people-level PO and/or POI that addresses gender
E. Improved Basic Education	No operating units with this strategic objective	N/A	N/A	N/A	N/A
III. Democratic Initiatives	1	0	0	1	0
A. Strengthened Democratic Representation	1	0	0	1	0
B. Promotion of Lawful Governance	No operating units with this strategic objective	N/A	N/A	N/A	N/A
C. Support for Human Rights	No operating units with this strategic objective	N/A	N/A	N/A	N/A
D. Encouragement of Democratic Values	No operating units with this strategic objective	N/A	N/A	N/A	N/A
IV. Environment & Natural Resource Management	4	2	0	3	0
A. Improved Natural Resource Management	4	2	0	3	0
B. Reduced Environmental Degradation & Damage	1	1	0	1	0

*This table does not include proxy indicators for people-level indicators.

**Operating units may have more than one objective counted under several theme and/or cluster categories.

Key

SO - Strategic Objective, SOI - Strategic Objective Indicator, PO - Program Outcome, POI - Program Outcome Indicator

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TABLE 10

**REPORTING OF GENDER-DISAGGREGATED INDICATORS BY USAID REGIONAL BUREAUS & OFFICES
(by type of activity)**

Main areas in which gender-disaggregated indicators were reported by operational units	Number of operating units in theme	Number of operating units reporting at least one gender-disaggregated indicator at the strategic objective and/or program outcome level
REGIONAL BUREAUS & OFFICES (6 operational units)		
I. Economic Growth	6	2
Women's professional employment and training in business management		2
Women's education: literacy		1
Ownership of businesses by women		1
II. Quality of Life	2	1
Contraception use - females		1
Maternal and child health care		1
III. Democratic Initiatives	1	0
IV. Environment & Natural Resource Management	4	0

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