Resources on Gender Integration/Mainstreaming:
Toolkits, Manuals, Evaluations, Lessons Learned, and Best Practices

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Resources on Gender Integration/Mainstreaming: Toolkits, Manuals, Evaluations, Lessons Learned, and Best Practices

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KSC Research Series

ABSTRACT:

The following resources focus on integrating and mainstreaming gender into development programs. Both USAID and non-USAID publications are presented, with a focus on guidelines, toolkits, evaluations, best practices, and lessons learned. Non-USAID documents are categorized as “General Guidelines” and by sector.

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USAID-Funded Resources
Search Terms: Gender, Mainstream*, Integrat*

Guidance/Manuals

Democracy and Governance

Gender Integration in USAID Bureau for Democracy, Conflict, and Humanitarian Assistance
Office of Food for Peace Operations (USAID, 2011)
This occasional paper, developed by FANTA-2, with extensive input from FFP staff in Washington and at Missions, as well as from implementing partners (IPs), recommends various stages and steps to strengthen DCHA/FFP and Title II Awardees’ capacity to integrate and mainstream gender in all DCHA/FFP-funded activities. It provides a framework on how to mainstream gender, through the various stages of integration. This guidance will enable DCHA/FFP to develop a strategy on how to strengthen its capacity and understanding of gender mainstreaming and identifies milestones to monitor progress and evaluate results.

Restoring Dignity: A Toolkit for Religious Communities to End Violence Against Women

Resource Guide: Gender and Conflict in Africa (USAID, 2005)


Weaving Gender in Disaster and Refugee Assistance: Field Checklists (USAID, 1998)


Economic Growth

Livelihood options for girls: a guide for program managers (USAID, 2009)

Identifying Appropriate Livelihood Options for Adolescent Girls: A Program Design Tool

Workplace violence and gender discrimination in the health sector in Rwanda (USAID, 2009)

Gender Integration Strategies for Trade (GIST) Tables (USAID, 2007)
Gender-Sensitive Indicators for Economic Growth/Trade-Related Activities (USAID, 2007)  


Integrating women into small scale enterprise projects: a guidebook for project design and implementation (USAID, 1985) http://pdf.usaid.gov/pdf_docs/PNAAU704.pdf

Health

HIV/AIDS

IGWG Gender, Sexuality and HIV Training Module (USAID, 2010)  


A Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action (2nd edition) (USAID/IGWG, 2009)  
http://www.prb.org/igwg_media/manualintegrgendr09_eng.pdf

“This manual is a companion to the Guide to Incorporating Gender Considerations in USAID’s Family Planning and Reproductive Health RFAs and RFPs [see below], developed chiefly for USAID program managers. The manual complements the guide by orienting program designers, managers, and technical staff on how to integrate gender issues into program design, implementation, and evaluation. The manual promotes greater understanding of how gender relations and identities affect the capacity of individuals and groups to make informed choices about their sexual and reproductive health, and to negotiate and obtain better RH outcomes. Users of the manual will learn how to harness an increased awareness of gender considerations for the design, implementation, and evaluation of more effective programs. This 2009 edition incorporates updated tools and approaches to gender integration in USAID programs. The IGWG offers the manual as a tool to be used, adapted, and improved through its application in the hope that users of the manual will move from a commitment to integrating gender considerations in the design of programs to concrete actions to promote gender equity in programs and policies.


**Gender-based Violence**


Reproductive Health


General


Gender Integration Index (USAID/Health Policy Initiative, 2010) http://www.healthpolicyinitiative.com/Publications/Documents/188_1_English_Gender_Integration_Index_Final_FINAL_acc.pdf

“To measure gender integration—from office policies and procedures to project activities—HPI has created this project-specific Gender Integration Index. While this tool mainly captures qualitative data that demonstrate the different ways gender is integrated into the project's activities, it will also serve as the single project-wide indicator to measure and report on the extent of gender integration in HPI's work. The minimum acceptable score for the index will be raised over time: the baseline year, the total number of country programs scoring 50% or higher will be reported; in the second application, the total number of programs that score 60% or higher; and in any subsequent applications, the number of programs that score 70% or higher. Individual country scores will not be reported, although the Gender Working Group (GWG) will track each program’s progress.”


Agriculture

Gender Integration for Agriculture: The Complete Technical Series Brief (USAID, 2011)


The Effective Gender Integration Practices for Agriculture seven-part series aims to assist Mission staff in making gender central to the design, implementation, monitoring and evaluation of successful agriculture programs.

- **Gender Integration for Agriculture Series Overview** (2010)
  
  http://kdid.org/sites/kdid/files/resource/files/112410%20Ag_Overview_v2.508.pdf
  
  The Effective Gender Integration Practices for Agriculture seven-part series aims to assist Mission staff in making gender central to the design, implementation, monitoring and evaluation of successful agriculture programs. The Overview provides a brief summary of the briefs in the series.

- **Tips for Integrating Gender into Agriculture Sector Solicitations** (2010)
  
  
  This guide is designed to help USAID agriculture officers better incorporate gender issues into solicitations and their technical evaluation. It aims to assist in the application of ADS requirements for gender integration into new and existing agricultural programs.

- **Gender Integration for Agriculture Series Brief 1: Program Design** (2010)
  
  http://kdid.org/sites/kdid/files/resource/files/Ag_Brief_v4_508.pdf
  
  Brief 1: Program Design is the first of the seven-part series, Effective Gender Integration Practices for Agriculture. This brief outlines definitions, approaches and important elements of gender assessment and analysis that are key to program design.

- **Gender Integration for Agriculture Brief 2: Increasing Women's Access to Resources** (2010)
  
  http://kdid.org/sites/kdid/files/resource/files/Ag_Brief%202_v4.5_508.pdf
  
  Brief 2: Increasing Women's Access to Resources is the second of the seven-part series, Effective Gender Integration Practices for Agriculture. This brief outlines illustrative programmatic interventions for helping increase women's access to land and productive resources, training and extension, inputs and financial services, and markets.

- **Gender Integration for Agriculture Brief 3: Strengthening Women's Participation in Group Activities** (2011)
  
  
  Brief 3: Strengthening Women's Participation in Groups is the third of the seven-part series, Effective Gender Integration Practices for Agriculture. This brief outlines considerations and illustrative programmatic interventions that may be useful when planning work through women's groups or groups including women.

- **Gender Integration for Agriculture Brief 4: Increasing Women's Access to Financial Services** (2011)
  
  
  Brief 4: Increasing Women's Access to Financial Services is the fourth of the seven-part series, Effective Gender Integration Practices for Agriculture.
• Gender Integration for Agriculture Brief 5: Improving Women’s Security of Access and Tenure to Land (2011)
  http://kdid.org/sites/kdid/files/resource/files/Gender_Agriculture_Brief_5_Access_Land.pdf
  Brief 5: Increasing Women’s Security of Access and Tenure to Land is the fifth of the seven-part series, Effective Gender Integration Practices for Agriculture. This brief outlines key considerations and some illustrative programmatic interventions for increasing women’s secure access to land.

• Gender Integration for Agriculture Brief 6: Ensuring Research is Relevant for Nutrition and Food Security (2011)
  Brief 6: Ensuring Research is Relevant for Nutrition and Agriculture is the second of the seven-part series, Effective Gender Integration Practices for Agriculture. This brief outlines the importance of having agricultural research that incorporates women and their priorities throughout the process.

• Gender Integration for Agriculture Brief 7: Assessing Gendered Impacts of Programs (forthcoming)
  http://mldev.kdid.org/agrilinks/gender-integration-agriculture-brief-7-assessing-gendered-impacts-programs

• USAID Initiative to End Hunger in Africa (IEHA) Gender Assessment Synthesis Report (2010)
  This document presents a synthesis of the performance assessment findings for the Initiative to End Hunger in Africa (IEHA) agricultural investments in sub-Saharan Africa and their ability to address gender constraints and increase the impact of agricultural programs for women, as well as men. The objective of this gender assessment was to capture best practices and lessons learned and make evidence-based recommendations on gender integration in order to maximize future agricultural investments toward the goals of rural poverty reduction and food security. Although largely funded by AFR/SD and EGAT/AG, it represents a broader collaboration of offices including EGAT/ESP and EGAT/WID, and organizations including the International Food Policy Research Institute (IFPRI).


Promoting Gender Equitable Opportunities in Agricultural Value Chains: A Handbook (USAID, no date) http://psiforum.worldbankgroup.org/docs/USAIDPromotingGenderOpportunities.pdf
This Handbook presents the “Integrating Gender Issues into Agricultural Value Chains” (INGIA-VC) approach. It was developed to bring together concepts from different technical areas in development, specifically gender, agriculture, microenterprise development, and value chains.

Environment


Education

This document provides education officers with a systematic way of ensuring that gender considerations are comprehensively addressed in the solicitation and during the technical evaluation process.


General and/or Cross-cutting


This introductory guide will assist USAID staff in integrating gender into development planning and programming. Promoting gender equality is a shared Agency responsibility and depends on all staff members to contribute in keeping with their roles within USAID. For example, senior management and Mission directors must hold staff accountable for compliance with USAID policy and procedures related to gender in development. Program officers enforce technical teams’ adherence to gender programming policy. Technical officers ensure that the findings from gender analyses are used in project design and resulting solicitations. Contracting and assistance officers are another critical link in the chain, while gender advisors throughout the Agency have the expertise to both lead and support the entire gender integration process.


This handbook was developed in compliance with BRIDGE’s commitment for gender sensitive programming and is intended to equip you, BRIDGE staff member with practical tools to mainstream gender into your work.

Section I - “Gender Mainstreaming -Key Concepts” highlights key gender terms and concepts and provides a framework for the integration of gender into the various stages of the program cycle. Section II - “Gender Checklists in BRIDGE Program Areas” is organized according to sector or program area and provides practical guidance for gender mainstreaming. Each checklist highlights the main “gender issues” in the sector, the potential gender dimension in the area of operation, guiding questions and possible entry points to address these issues.


This guide aims to strengthen equality in communities by giving guidance for gender mentoring. It examines the nature of gender and gender equality, analyses power relations within society. The guide examines what is needed for gender monitoring and distinguishes between seven steps:

- securing leadership commitment
- conducting a gender audit
- gender policy formulation
- gender analysis tools
- mainstreaming gender in an organization
- gender sensitive indicators
- identification of obstacles and constraints


Program synergy within USAID/Nepal requires the integration of the aims and activities of its three Strategic Objectives (SOs): increased sustainable production and sales of forest and high-value agricultural products (SO1); reduced fertility and improved maternal and child health (SO2); and increased women's empowerment (SO3). This study presents nine recommendations for increasing synergy among these SOs by focusing on women. Each recommendation is accompanied by immediate, medium-, and long-term actions for its achievement.


This manual provides detailed guidelines for conducting a 3-day workshop on integrating gender analysis into USAID project planning (i.e., logical frameworks, work plans, and monitoring and evaluation designs) in four priority areas: democracy and governance, environment, economic growth, and population and health. Although designed primarily for USAID program and project management staff and counterparts (e.g., contractors, PVO/NGO personnel, and host country government officials), this manual could be adapted by others and is meant to be a dynamic document. Topics include: workshop methodology; role of a facilitator; workshop set-up; visual aids; background materials; selecting projects; and adapting the workshop. Includes flipcharts, overheads, handouts, etc.


This document provides a brief overview of the importance of gender analysis in development activities and discusses a number of field-based analytical tools that can improve problem identification and project design and management. The guide is based on research conducted between 1990 and 1993 in Kenya, Honduras, the Philippines, the Dominican Republic, and Nepal by ECOGEN (Ecology, Community Organization, and Gender), a joint research project of Clark University and Virginia Polytechnic Institute and State University.

This manual is a guide to the design and implementation of workshops on inclusion of gender issues in USAID projects and programs. It describes a workshop that will increase awareness of, information about, and skills for addressing gender issues in development programming.


Trainer's manual: common problems/opportunities for creative solutions or how to conduct a workshop to assist USAID staff to integrate gender variables into the program and project process (USAID, 1988) http://pdf.usaid.gov/pdf_docs/PNABD123.pdf


Instructors Manual to Gender Roles in Development Projects (1984)

Practical Aspects of Integrating Women in Development into a Basic Human Needs Program or Working and Learning for Development (USAID, 1977)

**Evaluations/Final Reports/Lessons Learned/Best Practices**

**Democracy and Governance**

Barriers to Greater Participation by Women in Afghan Elections (USAID, 2009)
SIGAR reviewed the level of women's participation in the elections held on August 20, 2009, and the extent to which the Afghan government and international community created an environment conducive for women to vote openly and freely. Specifically, SIGAR identified the challenges women voters and women candidates faced in the presidential and provincial council elections.

Catalyzing Equitable Development: An Initiative to Institutionalize a Gender Perspective in PVO and NGO Work in the Field (USAID, 2007)


Mainstreaming Gender in Disaster Management Support Project (USAID, 2004)


Weaving Gender in Disaster and Refugee Assistance (USAID, 1998)

**Economic Growth**


Fact Sheet: Trade Liberalization, Economic Growth, and Gender (USAID, 2005)

This report presents guidance on how to ensure that women benefit from and contribute to local economic development (LED) initiatives in Romania. The report begins by considering LED
objectives: creating new, well-paid, sustainable jobs; increasing household incomes; strengthening local government resources; and improving the overall quality of life.


This report assesses how well gender issues have been integrated into the design and implementation of the Growth and Equity through Microenterprise Investments and Institutions (GEMINI) Project. The report also compares GEMINI's progress with that of its predecessor, Assistance to Resource Institutions for Enterprise Support (ARIES). The report suggests that GEMINI could improve its inclusion of gender issues, and makes recommendations for a follow-on project.


**Health**


This paper reviews 25 RH programs in an effort to answer this question, focusing on four components of RH programs, including interventions to: reduce unintended pregnancy and abortion; reduce maternal morbidity and mortality; control sexually transmitted infections (STIs)/HIV/AIDS; and improve quality of care. The review notes gender-related barriers to each of these components and the strategies undertaken by programs to address the barriers.


Evaluates project to provide training and TA to expand women's role in providing and managing family planning (FP) services (ACCESS project). Interim evaluation covers the period 1991-12/95. The project is implemented by the Centre for Development and Population Activities (CEDPA).

Agriculture


APCP [agricultural production and credit project] baseline survey [study]: volume IV -- women integration: small scale enterprises and credit packages (USAID, 1989) [PDF](http://pdf.usaid.gov/pdf_docs/PNACA095.pdf)

Environment

Gender Analysis & Recommendations for a Gender Plan of Action: Rural Energy Portfolio -- USAID/Bangladesh (USAID 2005) [PDF](http://pdf.usaid.gov/pdf_docs/PNADD168.pdf)


Gender and Socio-economic Considerations in Environmental Programs and Projects: Lessons Learned in the Brazilian Amazon (USAID, 1995) [PDF](http://pdf.usaid.gov/pdf_docs/PNABW766.pdf)

This paper analyzes the experiences of a 3 1/2 year effort of the Office of Women in Development's (WID) GENESYS Project to incorporate socioeconomic and gender considerations into the Brazil Global Climate Change Program.

Water and Sanitation


A series of recommendations for the next phase of the WAWI gender mainstreaming program include:

• Planning of the next phase of the gender mainstreaming program should be carried out with the participation of WAWI partners and the national consultant in each country and be based on partners’ needs. WAWI: Lessons from Gender Mainstreaming in Water & Sanitation Activities

• The next phase of the gender mainstreaming program should assist field workers in learning how to help communities identify, analyze, and integrate gender issues into the water and sanitation activities they undertake with WAWI.

• Special attention in the next phase should be given to government water and sanitation agencies, as well as other government agencies working with WAWI.

• National gender experts should attend WAWI partners’ monthly meetings and report from time to time on gender mainstreaming activities.

• National gender consultants should compile a set of documents on gender integration in water, sanitation, and health/hygiene projects, and funds should be made available to share them with gender focal points and participants in training activities.

• Monitoring indicators for the gender mainstreaming program need to be developed in collaboration with WAWI partners and associated government agencies.
• WAWI funding organizations need to demonstrate their commitment to gender mainstreaming through continuous support and oversight of the institutions with whom they work to make sure that partners' commitment to gender mainstreaming goes beyond words.


**Education**


**General**


Final report of Development Alternatives, the lead contractor, on the WIDTECH project (9/96-12/01), which provided TA to promote gender integration in USAID programs.


Final report of Development Alternatives, the lead contractor, on the WIDTECH project (9/96-12/01), which provided TA to promote gender integration in USAID programs.

Gender and Results Workshop: Building Technical Expertise (USAID, 2000)  

Opportunities for Gender Integration in USAID/Lebanon’s program: a Preliminary Assessment (USAID, 1999)  

Assessment of Gender Integration in the USAID/Philippines' Strategic Objectives (USAID, 1998)  

Assessing the Integration of Gender into the Strategies of USAID/Guatemala and the Central American program (USAID, 1997)  

Best practices for Gender Integration in Organizations and Programs from the InterAction Community: Findings from a Survey of Member Agencies (InterAction, 1996)  

Taking Women into Account: Lessons Learned from NGO Experiences (USAID, 1996)  
Case studies of four U.S. NGO field projects that offer replicable lessons learned in working with women are presented: the Regional Oils project of Appropriate Technology International in Tanzania and Zimbabwe; the Warmi and Woman-Child Impact projects of Save the Children in Bolivia; the Women in Development (WID) Initiatives in Agroforestry and Integrated Aquaculture programs of CARE in Guatemala; and the Northwest Thailand AIDS Awareness project and Women’s Empowerment project of the Chiangmai Provincial Centre for Non-Formal Education (CNE) and Laubach Literacy International in Thailand.

Successful Approaches to Integrating Gender in US Development Assistance: USAID/Honduras (USAID, 1994)  

Successful Approaches to Integrating Gender in US Development Assistance: USAID/Malawi (USAID, 1994)  

Successful Approaches to Integrating Gender in US Development Assistance: USAID/Uganda (USAID, 1994)  

Final report -- Integration of People-level Impacts and Gender-disaggregation in AID’s Program Performance Reporting System (USAID, 1992)  

Integrating Gender Issues into the African Development Bank’s Sectoral Programs: Final Report (USAID, 1992)  

Women in development portfolio review: the identification of means to further promote the integration of gender considerations into USAID/Guatemala’s program (USAID, 1990)  

**Strategic Planning**

Mainstreaming Gender into the Kenya National HIV/AIDS Strategic Plan 2000-2005 (USAID, 2005)  


**Miscellaneous Documents**

(i.e., Reports to Congress, Program Quarterly Reports, USAID-funded Studies, etc.)

**Democracy and Governance**


Economic Growth


In Egypt, female entrepreneurs, working mostly out of their home, form a huge network of income-generating activities that support poor families across the country. This study examines how USAID's Small and Micro Enterprise (SME) Project has served female entrepreneurs in target areas of Alexandria, Cairo, and Port Said.

This study examines microfinance initiatives and microenterprise development in India, particularly with respect to gender, and makes recommendations for supporting enterprise development through NGOs.


Health


In response to USAID Administrator Brian Atwood's March 1996 call for a renewed commitment by the Agency to gender-sensitive programming, this heavily documented working paper provides resources for incorporating gender issues in population, health, and nutrition (PHN) projects.


Agriculture/Rural Development


Integration of women as farmer leaders in the Central Shaba project (USAID, 1988) [http://pdf.usaid.gov/pdf_docs/PNABE884.pdf]


Planning a women's component: integrated rural development project, Two Meetings and Pindars watersheds, Jamaica (USAID, 1979) [http://pdf.usaid.gov/pdf_docs/PDAAV874.pdf]

Environment


Education


General

This report is submitted in compliance with the following directive in the Omnibus Appropriations Act, 2009 (RR 1105; PL 111-8): the U.S. Agency for International Development (USAID) "is directed to report 180 days after enactment of this Act on the steps taken to better integrate gender considerations into its economic development portfolio, and describe current and future planned programming that promote women's economic opportunities, including the outcomes associated with these programs disaggregated by gender." The report discusses relevant USAID actions in FY 2008 and FY 2009. It includes both a discussion of institutional changes within USAID to strengthen the integration of gender throughout the Agency's programs and examples of the types of interventions in the field that promote women's economic opportunities. (Author abstract)


This paper summarizes selected reports over the last 30 years (1973-2001) on the progress or lack of progress in gender integration in USAID.


This report summarizes research on three cross-cutting issues that inhibit African women from achieving great
success and high quality of life: health; access to land and resources; and trade liberalization. Discussion of girls’ education and women’s time constraints is woven through each section.

Women 2000: Beijing Plus Five – The USAID Commitment


Non-USAID Resources

**Guidance and Toolkits**

**Multilateral Donor Organizations**

**Gender Integration Guidelines** (Millennium Challenge Corporation, March 2011)


**Developing Gender Statistics: A Practical Tool** (UNECE, 2010)


**Gender Mainstreaming in Practice: A Toolkit** (Regional Programme of the United Nations Development Programme’s Regional Bureau for Europe and the CIS (UNDP RBEC), 2007)
http://europeandcis.undp.org/gender/show/6D8DEA3D-F203-1EE9-B2E46DEFB98F3F1
  - Part I – Gender Mainstreaming: 10 Steps for Integrating Gender into the Policy-making Process
  - Part II – Gender Briefs: A Sectoral Approach to Mainstreaming

**OCHA Tool Kit - Tools to Support Implementation of OCHA’s Policy on Gender Equality** (United Nations, 2005)

**Gender Sensitive Indicators: A Key Tool for Gender Mainstreaming** (FAO, 2001)


**Guidelines on Gender Mainstreaming in Alternative Development** (UNDCP, 2000)


**IFAD Tools and Guidelines on Gender** (IFAD, no date) http://www.ifad.org/gender/tools/index.htm
  - Gender Strengths, Weaknesses, Opportunities and Threats (SWOT) Analysis
  - Guidelines for Incorporating the Gender Approach into Rural Development Projects
  - Household Food Security and Gender Memory Checks

*Gender Strengthening Programme for Eastern and Southern Africa: Gender and Poverty Targeting in Market Linkage Operations*
- A sourcebook - The start of an in-country process
- Toolkit for practitioners
- A manual for gender-focused field diagnostic studies and appendix

**Toolkit - The Importance of Gender Mainstreaming in Syria** (UNDP, no date)

This toolkit consists of four 4 booklets:
- Booklet 1: covers the following – What is gender mainstreaming? How to mainstream gender? and A gender glossary
- Booklet 2: covers the following - The situation of Women in Syria
- Booklet 3: covers the following - National governmental and non-governmental women machineries in Syria.
- Booklet 4: covers the following - Checklist for mainstreaming gender in a) Governance, b) Poverty alleviation, c) Basic social services, d) Employment e) Energy and Environment, and f) Crisis prevention and recovery.

**Gender Mainstreaming Toolkit - UNDP Lesotho Country Office** (UNDP, no date)

**Guidelines on Implementing the IOM Programme Policy on Migrants & Gender Issues** (IOM, no date)

**Guidelines on Implementing the IOM Staffing Policy on Gender Issues** (IOM, no date)

**UNDP The Gender Journey: Thinking Outside the Box** (UNDP Virtual Development Academy, no date) http://www.jposc.org/documents/courses/gender/index.html

**Bilateral Donor Agencies**

**Gender and Social Exclusion Analysis: DfID “How to Note”** (DfID, 2010)


**NZAID Gender Analysis Guideline** (New Zealand AID, 2008)

**Sector Gender Analysis** (Danida, 2008)
http://www.danidadevforum.um.dk/NR/rdonlyres/05271F2E-C4DF-47FC-B5AD-CDC0BA6F6A76/0/05_SectorGenderanalysis.pdf

**Gender Equality Toolkit – CIDA China Program** (CIDA, 2008)

Toolkit on Mainstreaming Gender Equality in EC Development Cooperation (European Commission, no date) http://ec.europa.eu/europeaid/sp/gender-toolkit/index.htm

Mainstreaming of a Gender Perspective (CIDA, no date)
Table of Contents:
What is gender mainstreaming?
What is the Government of Canada doing to implement gender mainstreaming?
Why do gender mainstreaming?
What is gender based analysis and how do you do it?
Gender-based analysis in your daily work
Lessons learned
FAQ

Gender Tool Kit - Instruments for Gender Mainstreaming (Swiss Agency for Development Cooperation, no date)
http://www.sdc.admin.ch/en/Home/Themes/Gender/General_and_thematic_tools/Gender_Tool_Kit

Guide to Gender and Development (AusAID, no date)

Gender Mainstreaming - Inclusive and Dynamic Development (JICA, no date)
Includes “JICA’s Strategy, Approach and Framework for Gender Equality and Women’s Empowerment.”

Others


The Oxfam Gender Training Manual (Oxfam, 1994)
Evaluations, Lessons Learned, and Best Practices

Multilateral Donor Organizations

Mainstreaming Gender Equality: A Road to Results or a Road to Nowhere? An Evaluation Synthesis (African Development Bank, 2011)


Evaluation of Gender Mainstreaming in UNDP (UNDP, 2006)

Bilateral Donor Agencies

Lessons from Evaluations of Women and Gender Equality in Development Cooperation (Norad, 2006)
http://www.oecd.org/dataoecd/19/37/37880765.pdf

Thematic Evaluation of the Integration of Gender in EC Development Co-operation with Third Countries (European Commission, 2003)


Strategies/Policies/Frameworks

Implementation of Strategy on Gender Mainstreaming within the United Nations System (WomenWatch, Updated September 2011)

Depository of policies, strategies and action plans within the UN system.

Gender Equality Policy (IrishAid, 2004)


**Miscellaneous - General**

Multilateral Donor Organizations


Putting Gender Mainstreaming into Practice (UNESCAP, 2003) [http://www.unescap.org/esid/gad/Publication/Gender-Mainstreaming.PDF]


Others


CARE Gender Toolkit [http://pqdl.care.org/gendertoolkit/default.aspx]
Sectoral Resources

**Democracy and Governance**

Humanitarian Assistance


This training is based on the Inter-Agency Standing Committee (IASC) Gender Handbook and related IASC guidelines, including the Guidelines for Gender-based Violence Interventions in Humanitarian Settings and others.

**Post-Conflict/Peacebuilding**


Chapter 3: Gender -- Integrating a Gender Perspective into Development Interventions


**Human Rights**

**Integrating Human Rights and Gender Equality in Evaluation -- Towards UNEG Guidance** (UNEG, 2011)
http://www.google.com/url?q=http://www.uneval.org/documentdownload%3Fdoc_id%3D980%26file_id%3D1294&sa=U&ei=RcOiT5jUEcSa6QGJzrTgCA&ved=0CC8QFjAJ&usg=AFQjCNEFnohR_oBp1D3LjnYR696UP5Kg

**Gender Mainstreaming Reference Toolkit** (Euro-Mediterranean Human Rights Network, 2008)
http://www.euromedrights.org/files.php%3Fforce%26file%3DReports/Gender_mainstreaming_kit_ENG_903261576.pdf&sa=U&ei=CKeiT7CaMLDG6AGF4YDNCA&ved=0CBQQFjAB&usg=AFQjCNGN-mq6of1Umi-BPa7BO1vQPY0A3Q

**UNHCR Accountability Framework For Age, Gender and Diversity Mainstreaming and Targeted Actions - 2009-2010 Global Analysis** (UNHCR, no date) http://www.unhcr.org/4c5193a39.html

**Disaster Assistance**


**Gender Sensitive Disaster Management - A Toolkit for Practitioners** (Oxfam/National Disaster Management Authority (India), 2008)

**Gender Perspectives in Community Based Disaster Management (CBDM)** (UN, 2008)

**Gender Perspective: Working Together for Disaster Risk Reduction Good Practices and Lessons Learned** (United Nations, 2007)

**Security Sector**

**Security for All – West Africa’s Good Practices on Gender in the Security Sector** (Geneva Centre for the Democratic Control of Armed Forces (DCAF), 2010)


**Guide to Integrating Gender in SSR Training - Gender and Security Sector Reform Training Resource Package** (DCAF, 2009)
http://issat.dcaf.ch/content/download/4894/43240/file/0.%20Guide%20to%20Integrating%20Gender%20in%20SSR%20Training.pdf

Gender and SSR Toolkit (INSTRAW, 2008)
Security Sector Reform and Gender. Tool 1

Gender and SSR Toolkit. Security Sector Reform Assessment, Monitoring & Evaluation and Gender. Tool 11

Integrating Gender in Post-Conflict Security Sector Reform (Geneva Centre for Democratic Control of Armed Forces, 2008)

Governance


Gender in Local Government - A Sourcebook for Trainers (UN-HABITAT, 2008)

Gender Mainstreaming in Local Authorities – Best Practices (UN-HABITAT, 2008)

Training Manual. Democratic Governance and Gender Equality in Latin America and the Caribbean (ECLAC, 2007)
The manual is divided into the following modules:
- Module 1. Good government from a gender perspective.
- Module 2. Democratic governance and gender equality.
- Module 3. Lessons learned

Gender, Law, and Policy in ADB Operations: A Tool Kit (ADB, 2006)

Politics of the Possible - Gender Mainstreaming and Organisational Change. Experiences from the Field (Royal Tropical Institute, 2006)

Best Practices in Community Participation and Gender Mainstreaming: Literature Review and Documentation (UPHOLD-Uganda, 2003)

Gender in Media Training: A Southern African Tool Kit (GENDER LINKS/IAJ/EU CWCI/FES, no date)

Economic Growth

ITC Gender Mainstreaming Policy (International Trade Centre, 2011)
ITC is the joint agency of the World Trade Organization and the United Nations.


Gender in Value Chains - Manual for Gender Mainstreaming (CORDAID, 2009)


Microfinance and Gender Equality: Are We Getting There? (Microcredit Summit Campaign, 2006)


Integrating Gender into World Bank Financed Transport Programs – Case Study Uganda. Road Sector Programme Support (RSPS) (World Bank, 2003)
Health

Multilateral Donor Organizations

Core WHO gender analysis tools are introduced in this participatory training manual, including:
• Gender Analysis Matrix (GAM)
• Gender Analysis Questions (GAQ)
• Gender Responsive Assessment Scale (GRAS)
• Gender Assessment Tool (GAT)
• Gender and health planning and programming checklist


Toolkit for Mainstreaming HIV and AIDS in the Education Sector: Guidelines for Development Cooperation Agencies (UNAIDS Inter-Agency Task Team (IATT) on Education, no date)
http://unesdoc.unesco.org/images/0018/001875/187551e.pdf

Bilateral Donor Agencies


Gender Review: Mainstreaming Gender and AIDS in the Development Portfolio of the Norwegian Embassy in Zambia (Norwegian Agency for Development Cooperation, 2009)
http://norad.no/en/_binary?download=true&id=42378

Others


Gender-Based Violence Legal Aid: A Participatory Toolkit (ARC International, 2005)
http://www.arcrelief.org/gbvbooks/cdrom/content/Book_1_Toolkit/BOOK1.pdf

Gender Mainstreaming in HIV/AIDS - Taking a Multisectoral Approach (Commonwealth Secretariat and Maritime Centre of Excellence for Women’s Health (Dalhousie University and IWK Health Centre), 2002)

Agriculture and Rural Development

Mainstreaming gender into project cycle management in the fisheries sector (FAO, 2011)

Gender, Livestock and Livelihood Indicators (ILRI, 2011)
http://mahider.ilri.org/bitstream/handle/10568/3036/Gender%20Livestock%20and%20Livelihood%20Indicators.pdf?sequence=4


Findings from the project are synthesised and analysed in the main report, Gender Aware Approaches in Agricultural Programmes: a Study of Sida-supported Agricultural Programmes (2010),
available at:  

http://www.acts.or.ke/dmdocuments/books1/gendertoolkit.pdf

UN Joint Programmes: Integrating Gender Issues in Food Security, Agriculture and Rural Development (FAO, 2010)  


A Toolkit on Collecting Gender & Assets Data in Qualitative & Quantitative Program Evaluations (IFPRI, 2010)  

Women, Food Security and Agriculture in Global Marketplace (ICRW, 2009)  

Gender in Agriculture – SOURCEBOOK (World Bank/IFAD/FAO, 2009)  

Toolkit for Gender Analysis of Crop and Livestock Production, Technologies and Service Provision (CIDA/ILRI, 2007)  

Energy and Gender in Rural Sustainable Development (FAO, 2006)  

Gender Checklist: Agriculture (ADB, 2006)  

Building on Gender, Agrobiodiversity and Local Knowledge (FAO, 2005)  


Gender and Food Security: Lessons Learned (FAO, 1997)  
Includes a series of case studies, project sheets and other reports on:
- Gender and Participation in Agricultural Development Planning
- Good Practices in Gender Mainstreaming and Implementation of the Beijing Platform for Action
- More Lessons Learned

Agri-Gender Statistics Toolkit (FAO, no date)  

Gender in Ag Checklist (Asian Development Bank, no date)  
https://files.pbworks.com/download/X7TnktC00a/compartment-genderinvaluechains/23308518/Gender%20Checklist%20Agricultural%20Projects%20ADB.pdf

**Environment/Energy**

**Climate Change**

See Module 4: Tools to ensure Gender Integration in Climate Change Projects (page 25).


**Energy**

Gender and Energy Toolkit - Support for Norad’s Energy Department Under Frame Agreement “Gender mainstreaming in energy projects (clean energy and petroleum) Ref: 1000903” (Norad, 2010) http://www.norad.no/en/thematic-areas/energy/gender-in-energy/_attachment/384055%3F_ts%3D1322d9b90502%26download%3Dtrue&sa=U&ei=pKeiT-3JFamY6QHRjY3lCA&ved=0CBwQFjAFOCg&ved=0CBwQFjAFOCg&usg=AFQjCNH_ZHMYVNs6Of1x6GcuJLxCKTsaKBA


**Environment/Conservation**


Gender Mainstreaming Among Environment Ministries Government Survey 2006 (UNEP, 2006)  

Gender Analysis and Forestry Training Package (FAO, no date)  
http://foris.fao.org/static/pdf/gender/tr-e01/tr-e01.0.pdf

Integrating Gender Responsiveness in Environmental Planning and Management - The EPM Source Book Series (Sustainable Cities Programme, no date)  
http://www.unep.org/pcmu/project_reference/docs/SCP_Source_Book_Series.pdf

Water/Sanitation

Gender and Water - Securing Water for Improved rural Livelihoods: The Multiple-uses System Approach (IFAD, 2007)  

Gender and IWRM Resource Guide (GWA/UNDP, 2006)  
http://www.genderandwater.org/page/5390

Gender, Water and Sanitation – Case Studies on Best Practices (UN, 2006)  
Page 15: Ghana: Gender Integration in a Rural Water Project in the Samari-Nkwanta Community  
Page 35: Uganda: Mainstreaming Gender into Policy: Examining Uganda’s Gender Water Strategy

Gender Checklist: Water and Sanitation (ADB, 2006)  

Gender, Water and Sanitation: A Policy Brief (UN, 2006)  
This policy brief was developed by the Inter-agency Task Force on Gender and Water (GWTF), a sub-programme of both UN-Water and the Interagency Network on Women and Gender Equality (IANWGE) in support of the International Decade for Action, 'Water for Life,' 2005–2015.

Gender Mainstreaming: An Essential Component of Sustainable Water Management (Global Water Partnership, 2006)  
http://www.unwater.org/downloads/Policybrief3Gender.pdf


Women and Water (UN, 2005)  
http://www.unwater.org/downloads/Feb05.pdf

Integrating Gender in Watershed Development: Lessons of Experience (SDC, 2006)  

A Gender Perspective on Water Resources and Sanitation (UN, 2004)  
http://www.unwater.org/downloads/bground_2.pdf  
Background Paper submitted to the Commission on Sustainable Development


Framework for Gender Mainstreaming - Water and Sanitation for Cities (UN-HABITAT, no date)  

**Human Settlements**

Why Gender Matters - A Resource Guide for Integrating Gender Considerations into Communities Work at Rio Tinto (Rio Tinto, 2009)  

Gender Checklist: Urban Development and Housing (ADB, 2006)  

Gender Checklist: Resettlement (ADB, 2003)  

Toolkit for Mainstreaming Gender in UN-HABITAT Field Programmes – Northern Iraq Settlements Rehabilitation Programme (SRP) (UN-HABITAT, no date)  

**Education**

Guidelines for Mainstreaming Gender in Literacy Materials (UNESCO/Pakistan, 2010)  

Gender Equality in and through Education - INEE Pocket Guide to Gender (INEE, 2010)  
The Pocket Guide is based upon two key global documents:  
IASC Gender Handbook in Humanitarian Action  
INEE Minimum Standards for Education

GENIA Toolkit for Promoting Gender Equality in Education (UNESCO, 2009)  
See also: Gender Mainstreaming Tools (UNESCO)  

Gender Checklist: Education (ADB, 2006)  

A Toolkit for Mainstreaming Gender in Higher Education in Africa (Association of African Universities, 2006)  
http://www.ungei.org/resources/files/Toolkit_complete.pdf

Mainstreaming Gender through Sector Wide Approaches in Education - SYNTHESIS REPORT (ODI, 2000)  

Gender Mainstreaming in Education - A Reference Manual for Governments and Other Stakeholders (Commonwealth Secretariat, 1999)  
This manual is intended to be used in combination with the other documents in the Gender Management System Series, particularly the Gender Management System Handbook [http://www.thecommonwealth.org/shared.asp_files/uploadedfiles/%BB8EC3135-2CA1-46A5-A10C-F215B80FE636%7D_gms_ref.pdf].

**Monitoring and Evaluation**

Gender Issues in Monitoring and Evaluation in Rural Development: A Tool Kit (World Bank, 2005)  
- *Part I* - General Guidelines for Integrating Gender in M&E  
- *Part II* - Thematic Briefs on Rural Sub-Sectors  

http://www.fao.org/WAICENT/FAOINFO/SUSTDEV/dim_pe1/pe1_040702_en.htm

Gender and Monitoring: A Review of Practical Experiences (BRIDGE, 2001)  
http://www.bridge.ids.ac.uk/reports/re63.pdf

Monitoring and Evaluation Programme of the African Plan of Action to Accelerate the Implementation of the Dakar and Beijing Platforms (UNECA, no date)  
- *Part II.* Monitoring and Evaluating Institutional Mechanisms for Gender Mainstreaming at the Subregional and Regional Levels: A Practical Tool  

**Miscellaneous**

Gender Responsive Budgeting (UNIFEM, 2009)  
http://www.unifem.org/attachments/products/GenderResponsiveBudgeting_Issue03_eng.pdf

A Mandate to Mainstream: Promoting Gender Equality in Afghanistan (Afghanistan Research and Evaluation Unit, 2008)


Gender Mainstreaming: Making It Happen (ICRW, 2006)

Evaluation of Gender Mainstreaming in Advocacy Work on Poverty Reduction Strategy Papers (PRSPs) (Gender Action, 2002)

A Good Start Makes a Better Ending: Writing Proposals with a Gender Perspective (World Conservation Union Arias Fundation for Peace and Human Progress, 1999)