

Advancing Gender Equality and Women's Empowerment

U.S. Government's Global Food Security Strategy Activity Design Guidance

This is one of several Activity Design Guidance documents for implementing the U.S. Government's Global Food Security Strategy. The full set of documents is at www.feedthefuture.gov and www.agrilinks.org.

Introduction

Feed the Future, guided by the U.S. Government's Global Food Security Strategy (GFSS) 2022–2026, advances gender equality and empowerment of women, in all their diversity, as the crosscutting intermediate result 2 (CCIR 2). Women's multiple roles in food systems, on and off the farm, place them at a critical nexus in food security, nutrition, and resilience. This has become even more apparent in the current global context of multiple and overlapping crises—COVID-19, climate, and conflict—which revealed women's unique roles and contributions across food systems as well as their differential and often disproportionate exposure to risk and vulnerability.

This guidance describes how to design and implement programming that is both effective and gender-sensitive/-transformative.

Terminology and Context

Gender Pathways in the GFSS Results Framework

Gender equality and women's empowerment are critical to each of the three GFSS objectives.

Objective 1: Inclusive and sustainable agricultural-led growth requires closing systemic barriers that have put women—who are estimated to be 43 percent of the agricultural labor force in developing countries¹—at a disadvantage. These systematic barriers also underlie the gender resource and productivity gaps, which have significant economic costs to countries.²

Objective 2: Resilient systems are composed of resilient people and institutions. Across food systems, gendered roles and access to resources mean that women, men, girls, and boys, in all their diversity, face different exposure to shocks and have different capacities to reduce, mitigate, and manage risks and stresses. Women's empowerment across the food system—from production to consumption—is also a critical source of resilience, a strong predictor of whether women and members of their households can escape and remain out of poverty, and essential to the resilience of systems and institutions.³

Objective 3: Increased income and women’s control over expenditures are not enough to ensure a **well-nourished household or population**. Two additional pathways between women’s empowerment and nutrition are women’s ability to care for themselves and their families and women’s energy expenditure. Because primarily women perform child care and feeding, their work can interfere with healthy feeding practices. Strenuous labor can place potentially harmful physical demands on women during pregnancy and may put unborn children at risk.⁴ Interventions in agriculture are more likely to improve nutrition when they target women and promote women’s empowerment, for example, through increasing control over income or improving knowledge and skills.⁵

Gender equality and women’s empowerment are also critical to progress in **GFSS Cross-Cutting Intermediate Results**. For example, lower representation and limited agency of women in government and other decision-making bodies hamper the effectiveness of policies (CCIR 7: More effective governance, policy, and institutions), the efficient management and equitable distribution of natural and water resources (CCIR 5: Improved national resource management; CCIR 6: Improved water resources management), and impede effective and inclusive climate adaptation and mitigation action (CCIR 4: Enhanced climate adaptation and mitigation).

Understanding the following terms is fundamental to effective design and implementation:

Gender: A socially constructed set of rules, responsibilities, entitlements, and behaviors associated with being a man, a woman, or a gender-diverse individual, and the relationships between and among people according to these constructs. These social definitions and their consequences differ among and within cultures, change over time, and intersect with other factors (e.g., age, class, disability, ethnicity, race, religion, citizenship, and sexual orientation). Though these concepts are linked, the term gender is not interchangeable with the terms women, sex, gender identity, or gender expression.

Gender Equality: Equal ability to attain and benefit from human rights, freedoms, socially valued goods, opportunities, and resources by all individuals independent of a person’s sex, gender expression, and gender identity. Gender equality is more than parity in numbers and laws on the books. Achieving gender equality means that all individuals—women and girls, men and boys, and gender-diverse individuals—can meaningfully contribute and belong to their societies.

Gender Equity: The process of ensuring women and men, boys and girls, and gender-diverse individuals receive consistent, systematic, fair, and just treatment and distribution of benefits and resources. To ensure fairness, measures must be taken to compensate for historic and systemic disadvantages (i.e., economic, social, and political). Equitable approaches are different from approaches in which resources are distributed equally to all persons or groups regardless of specific circumstances or needs. Gender equity is the process that needs to be followed to reach the outcome of gender equality.

Gender Norms: The often unspoken social rules that govern the attributes, roles, and behaviors that are valued and considered acceptable for women and girls, men and boys, and gender-diverse individuals within a given culture or social group. Norms are learned and reinforced from childhood to adulthood through observation, instruction, positive and negative sanctioning, media, religion, and other social institutions. Restrictive gender norms permit only a narrow range of gender expressions and/or behaviors. Individuals who do not conform to prevailing gender norms may experience sanctions.

Women’s Empowerment: When women and girls, in all their diversity, act freely, claim and exercise their rights, and fulfill their potential as full and equal members of society. All individuals have power within themselves; however, cultures, societies, and institutions create conditions that facilitate or undermine the possibilities for empowerment.

Gender Integration: Incorporating gender equality principles and practices, issues and needs, and objectives throughout all phases of programming, including, but not limited to, strategic planning, project and activity design, procurement, implementation, and monitoring and evaluation.

In All Their Diversity: This statement is used to underscore that, where women and girls, men and boys, and gender-diverse individuals are mentioned, this includes the full range of gender identity and/or gender expression, sex characteristics, sexual orientation, and other intersectional characteristics, such as age, caste, disability, race or ethnic origin, religion, or belief. Use of this term affirms the commitment to leave no one behind and achieve gender equality for everyone.

Gender-Sensitive Approach: This acknowledges that people of all genders encounter the world in distinct ways, recognizes the differences in gender norms and roles and in access to resources, and incorporates these differences in all phases of programming.

Gender-Transformative Approach: An approach that seeks to fundamentally transform relations, structures, and systems that sustain and perpetuate gender inequality. This approach requires: (1) critically examining gender roles, norms, power dynamics, and inequalities; (2) recognizing and strengthening positive norms that support gender equity and equality and an enabling environment; (3) transforming underlying power dynamics, social structures, policies, and broadly held social norms that impact women and girls, men and boys, and gender-diverse individuals and perpetuate gender inequalities. This approach recognizes that gender equality cannot be achieved or sustained without an approach that includes all three of these components.

Designing Activities

Key Lessons Learned

- **Address deeply entrenched systemic barriers** in food systems to achieve long-lasting gains at scale for women. This often entails multidimensional and layered programming that not only delivers targeted interventions to address key gender disparities but also tackles the discriminatory norms, policies, and practices that create and/or reinforce these disparities across food system institutions and in linked systems, such as water.
- **Do no harm.** Gender-blind programs that overlook gender roles and norms as well as gender-based differences in access to resources and related challenges and opportunities often exacerbate gender inequality inadvertently⁶ and result in increased workloads, backlash at the household and community levels, risk of gender-based violence (GBV), reduced decision-making power,⁷ and affect women's livelihood and physical health.⁸
- **Use data and evidence to thoughtfully set context-informed targets.** This will allow the activity to articulate the phases and incremental steps that it will take over a period of months or years to realize appropriate and sustainable gender equity in its outcomes. Target setting also helps evaluate activity progress toward established gender outcomes.
- **Clarify project objectives** to help distinguish between approaches that **reach** women participants, by including them in activities; those that **benefit** women, by improving their circumstances in some way; those that **empower** women, by strengthening their ability to make and put into action strategic life choices; and those that **transform** gender relations within and outside the household, such as by changing attitudes at the community level.

Guiding Principles

- 1. Engage both women and men in agriculture, resilience, and nutrition programming.** In nearly every setting, women and men, in all their diversity, have roles, capacities, and responsibilities, whether recognized or not, in agriculture, resilience, and nutrition. Siloed programming tends to limit opportunities for women’s economic contributions to their households and rural economies, men’s contributions to well-nourished families, and movement toward more equitable societies.
- 2. For all projects (where applicable) and activities, conduct a gender analysis⁹ and apply its findings in all aspects of the program cycle, including, but not limited to, design, implementation, and monitoring.** Identify women’s and men’s roles, needs, constraints, and opportunities with respect to agriculture and food systems, resilience capacities, and nutrition and how your activity can address these constraints and opportunities. Pinpoint possible unintended consequences, for instance, with respect to increased vulnerability to GBV or increased workloads. Ensure the gender analysis is completed early in the design process to ensure the findings are fully reflected in the design.
- 3. In your analysis, adopt an intersectional approach** because women and men have diverse and intersecting identities and characteristics, such as religion, age, life stage, sexual orientation and gender identity, ethnicity, disability, and migration status, as well as location, partnership status and type, parental status, education, literacy, asset ownership, and households’ composition and hierarchies. The intersection of gender and age is crucial for empowerment, and activities may need to differentiate engagement with adolescents, young women and men, young parents, and older people.
- 4. Articulate the relevance of gender equality and women’s empowerment throughout the design, starting with theory of change development.** Critical gender issues should be articulated in the problem statement, reflected in project design, tracked by indicators in performance monitoring, and addressed in the evaluation plan and reporting requirements. Expertise in gender integration should be included in descriptions of staffing requirements. Tips and examples for integrating gender into solicitations can be found in [Tips for Integrating Gender into USAID Agriculture Sector Solicitations](#),¹⁰ and the [U.S. Agency for International Development’s \(USAID\) Automated Directives System \(ADS\) 205](#).¹¹
- 5. Use the [Feed the Future Gender Integration Framework \(GIF\)](#)¹² to identify and prioritize gender issues, especially for agriculture-focused programming.** Using the lens of the seven domains of empowerment related to agricultural productivity, the GIF organizes information about gender, including the [Women’s Empowerment in Agriculture Index \(WEAI\)](#),¹³ Feed the Future indicators, evaluations, gender analyses, national surveys, and more. The GIF then guides a conversation to identify priority domains, how current activities address priority domains, and actions to take to make a coherent impact on gender equality and women’s empowerment in priority domains.
- 6. Identify and address the different needs and roles of women and men, in all their diversity, in income-generating activities; risk reduction, mitigation, and management activities; and adaptation and recovery.** Consider how gendered roles and norms influence people’s abilities to manage shocks and stresses in the short-term and to make proactive, informed choices in response to long-term social, economic, or environmental changes. Consider how shocks and stresses, including climate change, may affect women, men, girls, and boys differently, may reinforce or change gender roles, and potentially contribute to GBV.
- 7. Reserve working with only women (or only men) for extremely sensitive contexts.** Some approaches may require “safe spaces” for one gender to grapple with norms or gain experience in new roles, such as fathers’ groups for men to build care skills or business training for women entrepreneurs to break into nontraditional roles. Do not assume that norms cannot be worked around or bent, but rather use

gender analysis, participatory design, and local expertise to discern degrees of flexibility. Even while focusing on one gender, simultaneously encourage the other to examine gendered roles in order to create a more supportive environment for new norms and practices.

Programming in Practice

Gender-sensitive program designs do not advance empowerment and equality without drawing on context-specific and high-quality data and evidence to inform and support effective implementation.

1. Invest in the production, analysis, and use of sex-disaggregated—and, when contextually appropriate and available, gender-disaggregated—data¹⁴ and gender statistics to generate insights into what works in implementation and to adjust programming in response to levels and changes in women’s and men’s:

- Participation in GFSS-facilitated activities
- Access to productive resources, training, information, financial and digital tools and services, and leadership opportunities
- Access to and application of technologies and/or uptake of nutrition messages and actions
- Access to climate information and access and benefit from climate-smart technologies and practices
- Business ownership and employment in roles beyond production (e.g., processing, marketing, and service provision)
- Access, control, ownership, rental, or use rights over productive land and natural resources
- Yields, income, profit, and other benefits
- Empowerment (e.g., agency, voice, and decision-making)
- Food insecurity rates
- Exposure to GBV, as associated with participation in the food system
- Leadership roles in local communities and at regional and national scale, as relevant

Note: Sex-disaggregated refers to data on males and females collected and analyzed separately. This is different from data collected by gender because this data is limited to biological differences and does not reflect gender differences of men, women, trans, or nonbinary individuals.

2. Apply a systems lens that considers women’s multiple economic roles across the system, including as entrepreneurs and wage workers. This includes supporting and helping grow women-owned, formal and informal small and medium enterprises (SMEs) and promoting women’s equitable access to paid employment and self-employment opportunities across the food and water system, including through addressing workplace harassment and the unpaid care burden that limits women’s economic participation and advancement.

3. Promote gender-inclusive and sensitive consultative processes. Civil society, including organizations not directly working in agriculture, health, or nutrition, such as women’s rights advocacy groups and those that broadly focus on women’s livelihoods can be helpful in connecting with women and men in different socioeconomic categories. Participatory and application of gender-sensitive technologies, financial and extension services, and marketing support directly engage women and men in defining the context-specific challenges at hand and in creating solutions.

4. Be proactive about addressing gender norms. Engage women, men, communities, and a variety of leaders in building upon positive norms and changing inequitable norms. This could include promoting joint decision-making, promoting joint land ownership or women’s renting in or renting out of land,

employing a household planning approach encouraging men to take a larger role in care responsibilities, practicing [more equitable resource allocation](#),¹⁵ or [reducing GBV](#).¹⁶

5. Anticipate, monitor for, respond to, and learn from unintended consequences. Unintended consequences, either negative or positive, are learning opportunities. Create opportunities for feedback and discovery as part of monitoring and management. A strong gender analysis can signal which negative unintended consequences might arise—for example, men’s appropriation of a commodity controlled by women when its value or profitability increases and increased [GBV](#) as power relations shift—so that monitoring, prevention, and mitigation can be built into implementation.

Practice: Common Gendered Challenges and Ways to Address Them

Feed the Future’s experience,¹⁷ as well as the larger agriculture and food security literature,¹⁸ have identified several themes that need attention in programming.

The [Intervention Guide for the Women’s Empowerment in Agriculture Index \(WEAI\)](#)¹⁹ provides market-oriented strategies and examples of technical approaches to address: decision-making in agricultural production, access to land and land markets, access to finance, control over use of income and expenditures, participation and leadership in groups, and time dedicated to paid and unpaid labor.

Women’s disproportionately lower access to agricultural inputs, technology, and information can arise when women have lower literacy or education, limited mobility, or limited membership in associations. Agricultural business, technology, and extension partners may miss engaging with women who often produce at a smaller scale, are involved in less visible portions of the value chain, and have less formal information networks than partners are accustomed to working with. These gender disparities continue to drive productivity gaps with significant economic costs to countries and reduce resilience capacities of women, including to climate change.

Private sector partners can expand commercial market opportunities by ensuring that technologies are accessible and relevant to women’s roles, needs, and preferences as customers of agricultural inputs and services. Partnerships and programs can facilitate access to technologies or inputs through channels that women use through more affordable volumes and varieties.²⁰ [Extension services](#) can incorporate the crops or animals women raise and meet at times or locations that are more compatible with limitations on women’s time and mobility.²¹

As digital extension and advisory services become more prevalent, they need to take into account not only the gender gap in access, use, and benefit from digital tools and services, but also the different capacities and informational needs of diverse women and men. Approximately 372 million women in low- and middle-income countries continue to have no access to mobile phones. Of those who do own a mobile phone, women are 18 percent less likely than men to have a smartphone and 16 percent less likely to use the internet on their phones.

Even as mobile phones are increasingly used to access information, radio and informal social networks remain important communication channels among women. Agriculture extension and training institutions can promote gender-sensitive curricula, highlight the diversity of professional opportunities in agriculture and food systems, recognize women’s existing roles in agriculture and climate action, and create mentorship opportunities for women in agricultural and climate sciences, in addition to contributing to broader efforts in the education sector to increase girls’ education, literacy, and engagement in the sciences.²²

Women's limited access to inputs, technology, and information not only hinder their productivity on the farm but also limit their economic engagement in and benefit from [beyond production](#) economic opportunities.²³ Additional challenges to women's economic security and advancement include their more limited access to financial, social, and knowledge capital and digital and technology services, limited networks, and unpaid care burden.²⁴

Greater limitations on access to markets for women can arise from many of the same reasons described for inputs, technology, and information. In addition, requirements to be formalized may block access to some markets. Higher and home-centric workloads, including unpaid care work, limited access to aggregation or transport services, lower capital holdings or credit access, lower access to market information, and norms that limit women's public roles may diminish women's status in markets. Building women's business, bookkeeping/accounting, and negotiation skills; increasing aggregation infrastructure and collective marketing; and creating entry opportunities for high-value agricultural products can improve women's market access.

Inequitable decision-making in households, communities, and institutions can result in natural resources, finances, and labor being allocated without accounting for how women, men, girls, and boys use those resources. At the community level, programs can encourage greater representation of women's interests through extension services designed for women, collective action including formation of associations, minimum levels of women's representation in local institutions like land or water management boards, and combining leadership training for women with engaging male leaders as champions for gender equality. At the household and individual levels, increasing women's incomes and financial management skills, promoting joint decisions, or using a [household methodology](#)²⁵ may foster more equitable or transparent decisions.

Policies, governance, and institutions can either exacerbate barriers to women's and men's full participation in resilient agriculture and food systems or catalyze fundamental improvements in women's status. Feed the Future efforts, guided by the GFSS, can encourage partners to develop objectives and actions to reduce gender disparities through policy and governance; promote gender-transformative laws, policies, and practices; encourage gender-responsive budgeting in institutions; and identify aspects of policies relevant to agriculture, resilience, and nutrition that have different implications for women and men. These efforts can also facilitate coordination with water governance and systems-strengthening activities to strengthen outcomes of both. National food security policy processes should be inclusive of women and organizations representing women. Feed the Future efforts can work with civil society and government to raise women's representation and leadership in policy development and implementation at either local or national levels.

To build resilience capacities, programs can diversify livelihood risk profiles by preparing men, women, older people, and youth to take up new, different, and profitable income opportunities in and outside of agriculture. Fostering [collaboration](#)²⁶ and more [joint decision-making](#)²⁷ between women and men in a household may also help households to avoid negative coping strategies and sustain escapes from poverty. The approaches and efforts described above to enhance women's roles in decision-making and access to inputs, technology, information, and markets also build resilience capacities.²⁸ For instance, information services that consider gender differences in needs and preferences for information content, in channels of delivery, and in the ability of all recipients to understand and use the information can support women and men to make appropriate response choices in the face of shocks and stressors, including those stemming from climate change. Gender-responsive insurance tools (such as index insurance, a form of disaster risk finance) and social protection can protect women's and men's assets and livelihoods and promote green entrepreneurship and jobs that are accessible to women and men.

To improve nutrition by leveraging women’s empowerment, programs can more directly engage both women and men to promote positive nutrition behaviors, women’s education, allocation of household financial resources to nutritious foods, and more equitable roles in caregiving, workloads, and decision-making over household and community resources. Specific efforts can [target men](#) to strengthen the foundations of more equitable roles in caregiving, including equal responsibility for raising children and contributing more equally in domestic work. Group-based savings or income-generating interventions may be layered with training on infant and child feeding practices and on menstrual health and hygiene, or combined with financial training that promotes budgeting for health or nutrition needs. Layering water and sanitation programs that bring safe drinking water closer to home can significantly reduce women’s time poverty, enabling more time to be spent growing food or working outside the home.²⁹ Nutrition education and messaging may be incorporated into farmer field schools or extension services. Household planning approaches may encourage a rebalancing of responsibilities and workloads that benefit women’s, children’s, and households’ welfare.³⁰

Conflict can create shifts in livelihood opportunities; access to land, social, and human capital; roles in families and communities; and exposure to violence for men and women, in all their diversity. It can trigger harmful coping mechanisms, such as child early and forced marriage and transactional sex, particularly where livelihood options become limited. It is critical to identify gendered risks and constraints in conflict-affected contexts and ensure women have access to key resources for livelihoods³¹ and leadership roles in conflict management and mitigation. Feed the Future efforts, guided by the GFSS, may mitigate drivers of violent extremism by promoting economic stability and gainful livelihoods and empowering women, men, boys, and girls through entrepreneurial skills, leadership, and community-based approaches.³²

Additional Resources and Tools

- Feed the Future. 2022. [U.S. Government Global Food Security Strategy Fiscal Year 2022–2026](#). USAID.
- Markel, E., E. Getliffe, B. Heilman, and L. Meyers. 2016. [Women’s Economic Empowerment Briefs Suite](#). USAID. (Briefs address unpaid care work, engaging men, and working beyond agricultural production.)
- Feed the Future. 2022. [Measuring and Assessing Women’s Decision-Making Power in Agriculture Systems Programming](#). USAID.
- Feed the Future. 2020. [Youth, Women, And Market Systems Development In Agriculture and Supporting Markets Landscape Analysis and Case Studies Report](#). USAID.
- Feed the Future. n.d. “The Women’s Empowerment in Agriculture Index.” Accessed December 15, 2022. <https://www.feedthefuture.gov/the-womens-empowerment-in-agriculture-index/>.
- WEAI. n.d. “WEAI Resource Center.” Accessed December 15, 2022. <https://weai.ifpri.info/>.
- Gender Practitioners Collaborative. n.d. “Minimum Standards for Mainstreaming Gender Equality.” Accessed December 15, 2022. <http://genderstandards.org/>.
- Feed the Future. 2022. [State of Knowledge on Gender and Resilience](#). USAID.
- Feed the Future. 2022. [Gender Gaps in Agricultural Growth and Development. Opportunities for Improving Gender Responsive Programming](#). USAID.
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- USAID. 2020. [Gender Equality and Female Empowerment in WASH](#). USAID.
- USAID. 2020. [Advancing Gender In The Environment: Exploring The Triple Nexus Of Gender Inequality, State Fragility, And Climate Vulnerability](#). USAID.

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- ³ Cabot Venton, C., S.A. Prillaman, and J. Kim. 2021. *Building Resilience through Self Help Groups: Evidence Review*. Washington, D.C.: The Resilience Evaluation, Analysis, and Learning (REAL) Award.
- ⁴ Herforth, A., A. Jones, and P. Pinstrop-Andersen. 2012. *Prioritizing Nutrition in Agriculture and Rural Development: Guiding Principles for Operational Investments*. Washington, D.C.: International Bank for Reconstruction and Development/World Bank.
- ⁵ Ruel, M. and H. Alderman. 2013. “[Nutrition-Sensitive Interventions and Programmes: How Can They Help to Accelerate Progress in Improving Maternal and Child Nutrition?](#)” *The Lancet* 382 (9891): 536–551.
- ⁶ Hidrobo, M., N. Kumar, T. Palermo, A. Peterman, and S. Roy. 2020. *Gender-Sensitive Social Protection: A Critical Component of the COVID-19 Response in Low- and Middle-Income Countries*. International Food Policy Research Institute (IFPRI).
- ⁷ Zselezky, L., H. Malapit, R. Meinzen-Dick, and A. Quisumbing. 2020. *Women: Transforming Food Systems for Empowerment and Equality*. IFPRI.
- ⁸ Tibi, H. and A. Kittaneh. 2019. *Bringing Gender Equality Closer to Women’s Economic Empowerment*. CARE.
- ⁹ Per the Women’s Economic Empowerment and Entrepreneurship Act (WEEA), all USAID activities are required to be informed by a gender analysis.
- ¹⁰ USAID. 2010. *Tips for Integrating Gender into USAID Agriculture Sector Solicitations*. USAID.
- ¹¹ USAID. 2013. *ADS Chapter 205: Integrating Gender Equality and Female Empowerment in USAID’s Program Cycle*. USAID.
- ¹² Agrilinks. Gender Integration Framework (GIF) 101: <https://agrilinks.org/gender-training/GIF101>
- ¹³ Feed the Future. n.d. “The Women’s Empowerment in Agriculture Index.” Accessed December 15, 2022. <https://www.feedthefuture.gov/the-womens-empowerment-in-agriculture-index/>.
- ¹⁴ L. Lieberman Lawry. 2022. “We Can Only Fix What We Know About—Why Sex-Disaggregated Data in Pharmaceutical Systems is Crucial.” *Toward Stronger Pharma Systems: Insights and Innovations in Practice* (blog). April 4, 2022. <https://www.mtapsprogram.org/news-blog/we-can-only-fix-what-we-know-about-why-sex-disaggregated-data-in-pharmaceutical-systems-is-crucial/#:~:text=Sex%2Ddisaggregated%20refers%20to%20data.%2C%20or%20non%2Dbinary%20individuals>.
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- ¹⁹ Stern, M., L. Jones-Renaud, and M. Hillesland. 2016. *Intervention Guide for the Women’s Empowerment in Agriculture Index (WEAI)*. USAID.
- ²⁰ Markel, E., et al. 2015. *Making the Business Case: Women’s Economic Empowerment in Market Systems Development*. USAID.
- ²¹ Feed the Future. n.d. “INGENAES.” Accessed December 15, 2022. <https://ingenaes.illinois.edu/>.
- ²² Virginia Tech. n.d. “InnovATE: Innovation for Agricultural Training and Education.” Accessed December 15, 2022. <https://innovate.cired.vt.edu/>.

²³ Beyond production refers to all agricultural value chain functions outside of production, including, but not limited to, input and agricultural services, processing, marketing, and retail sales.

²⁴ World Bank. 2019. *Profiting from Parity: Unlocking the Potential of Women's Businesses in Africa*. World Bank.

²⁵ Bishop-Sambrook, C. 2014. *Toolkit: Household Methodologies: Harnessing the Family's Potential for Change*. International Fund for Agricultural Development (IFAD).

²⁶ Scott, L. and V. Diwakar. 2016. *Ensuring Escapes from Poverty are Sustained in Rural Bangladesh*. USAID.

²⁷ Mercy Corps. 2013. *What Really Matters for Resilience?* Mercy Corps.

²⁸ ACDI/VOCA and Overseas Development Institute. 2016. *Resilience and Sustained Escapes from Poverty: Highlights from Research in Bangladesh, Ethiopia, and Uganda*. USAID.

²⁹ USAID. 2020. *Gender Equality and Female Empowerment in WASH: USAID Water and Development Technical Series, Technical Brief 4*. USAID.

³⁰ SPRING. 2014. *Understanding the Women's Empowerment Pathway*. USAID.

³¹ USAID. 2005. *Livelihoods & Conflict*. USAID; USAID. 2007. *Women & Conflict*. USAID.

³² U.S. Government. 2016. *The United States National Action Plan on Women, Peace, and Security*. U.S.

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For further assistance related to these Activity Design documents, please contact ffguidance@usaid.gov.