



USAID
FROM THE AMERICAN PEOPLE

An Assessment of USAID's Programs and Policies to Improve the Lives of Women and Girls

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This report was provided for the White House Council on Women and Girls.

It was prepared with input from regional, technical, and program leads.

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A. Agency Overview

USAID is dedicated to improving the lives of women and girls through development and humanitarian programs around the world as well as at home through internal workforce policies that support USAID female employees and their families.

USAID offers a wide range of programs and services tailored to the needs of USAID's diverse workforce. At USAID's headquarters in the Ronald Reagan Building, USAID offers employees convenient access to an on-site child care center and a lactation room for nursing mothers to allow employees to meet personal and family needs at the workplace. USAID also offers alternative work and telework programs, as well as remote access to USAID computer networks, to eligible employees to provide more flexible work options. Recognizing the unique challenges faced by USAID staff both in Washington and in the field, especially those stationed in high-risk unstable field environments, USAID offers counseling services and other programs designed to mitigate pressures on employees and their families.

To support employees' professional development, USAID offers career advancement and tuition assistance programs, with a focus on women and minorities. USAID also conducts mandatory gender training for all new entry level Foreign Service Officers.

Looking forward, USAID has embarked on a major initiative to rebuild its workforce and revamp its business model. This effort combined with new efforts to better assess and address staff care needs, including those most relevant to USAID's women, should help improve work-life satisfaction for all of USAID employees.

The Agency has a special interest in the advancement of women and girls worldwide as women's equality and empowerment are central to effective and sustainable development. USAID policies and programs address the additional obstacles that women living in poverty face and give serious attention to those impediments as road blocks not only to women but also to effective national development. USAID's guiding principle is to address gender-based constraints as an integral component of all stages of programming. Best practices have proven that when doing so, development programs are more likely to achieve their desired outcomes, result in greater social equity, and lead to lasting transformational development.

Recognizing the importance of gender equality and women's empowerment to sustainable national development, USAID takes a cross-cutting approach of integrating gender concerns in all its programs. Gender integration is an ongoing process of assessing the implications of any planned initiative for both women and men, including in legislation, policies, and programs on all levels. This strategic approach allows USAID to make gender concerns an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in political, economic, and social spheres.

Gender concerns are integrated in USAID's activities and supported by the technical expertise of designated gender specialists and advisors. While global gender program and policy guidance is provided through USAID's Women in Development (WID) Office, regional and country specific programmatic and policy directions are provided by gender experts in USAID's regional bureaus and field missions. This cross-sector/cross-bureau-approach maximizes efforts to understand gender

differences and to improve the efficiency and overall impact of its programs and to ensure that both women and men have equitable access to development activities and their benefits.

B. Programs Which Improve the Lives of the Federal Workforce

In 2009, USAID employed 6,493 individuals stationed in both Washington, DC headquarters and in USAID's 85 overseas missions. As shown in the chart below, 54% of USAID's direct hire civil service and Foreign Service Officers are female. USAID also employs Foreign Service Nationals stationed in our missions abroad, personal service contractors, Fellows, and Intergovernmental Personnel Act employees.

USAID's Civil and Foreign Service 2009							
USAID Direct Hire Employees	Total	% Women	National Average	% Minority Women	National Average	% Senior Positions Held by Women	National Average
Civil Service	1,147	63%	46%	38%	25%	47%	43%
Foreign Service Officers	1,405	45%	46%	13%	25%	40%	43%
TOTALS/AVERAGES	2,603	54%	46%	25.5%	25%	43.5%	43%

1. Program Descriptions:

USAID has a longstanding commitment to helping employees balance their working lives with their personal lives while ensuring that work requirements continue to be met. Programs that help improve work/life balance and contribute to overall employee wellness include:

a) Alternative Work Schedules and Telework: USAID implemented an Alternative Work Schedule (AWS) program in February 1998 and a telework program in 1997 for Washington-based employees. AWS are schedules implemented by agencies instead of traditional fixed work schedules (e.g., 8 hours per day, 40 hours per week). Telework is an alternative work arrangement in which employees conduct some of their work away from the primary work site. The programs help employees, usually women, balance work and family or personal responsibilities.

i. Statistics:

Washington, DC-based Staff in AWS or Telework Programs in 2008		
Type of Flexibility	Number of Employees	% of Eligible Employees Participating
AWS	507	19.4%
Regular Telework (1-2 days per week)	94	3.6%
Ad hoc Telework (at least 1 day a month)	164	6.3%
TOTAL	765	30.5%

ii. Evaluation/Feedback Mechanism: In the 2009 Best Places to Work in the Federal Government Survey, USAID ranked 17 out of 31 small agencies for family friendly culture

and benefits, which measures the extent to which employees believe family-friendly flexibilities are offered to them, including telecommuting and alternative work scheduling, along with personal support benefits like child care subsidies and wellness programs.

b) Remote Access: USAID provides employees with remote access to USAID computer networks and applications. This program, implemented in 2003, allows employees greater flexibility in work location, including the ability to work from home.

i. Statistics:

Type of Flexibility	Number of Participating Employees	% of Eligible Participating Employees
Remote Access	4,200	37%

c) On-site Child Care Facility: USAID, along with the Environmental Protection Agency and the Customs and Border Patrol Agency, sponsor an on-site child care facility for children ranging in age from 6 weeks to 6 years. Funds from the Agency’s recycling program contribute to daycare scholarships based on financial need in order to help federal employees at all levels afford quality childcare.

i. Statistics:

Daycare Facility	Number of Participating Children of Employees	Average Waitlist	Cost
	22	12-18 months	≈ \$1,500/month

ii. Evaluation/Feedback Mechanism: The daycare center conducts an annual parent survey to solicit feedback on center performance, which is shared with parents and the center's Board of Directors. USAID currently has 3 employees serving on the board of the daycare, including the current President and Vice-President. The center also supports a Parent Support Group that holds monthly meetings, attended by one parent from each classroom, which serves as a communication and feedback mechanism.

d) Lactation room: Since 2000, USAID has offered a private room for the exclusive use of employees who are returning to work and wish to express/pump their milk to support their baby’s growth and development while at work.

i. Statistics:

The Agency maintains a log to track and monitor daily use of the lactation room. In 2009, 12-15 nursing mothers on average have used the room at least one time per day.

ii. Evaluation/Feedback Mechanism: There is no dedicated mechanism for soliciting feedback on the lactation room. However, the 2008 Administrator’s customer service survey, which included for the first time a section on staff care needs, solicited feedback on employees’ use of facilities, including the lactation room. Among the 400 responses to this section of the report, employees noted that the lactation room needed attention in terms of space and privacy.

e) LifeCare: LifeCare Counseling is designed to assist Federal Employees in identifying suitable nationwide providers to manage personal and professional responsibilities such as child care, eldercare, summer camps, care for children with special needs, adoption services, and the full range of schooling needs, including college. This service is presently available to USAID's Civil Service and Foreign Service employees. This service is also designed to be accessible to Foreign Service Officers posted overseas.

i. Statistics: 1.5% usage

ii. Evaluation/Feedback Mechanism: Effective marketing strategies need to be developed to increase usage based on employee feedback.

f) Career Advancement Programs: USAID seeks to provide career development and advancement opportunities for employees, with a focus on women and minorities. In 1986 USAID implemented a *career ladder promotion program* and encouraged managers and supervisors to create and complete developmental positions (GS-05, 07, or 09 with growth potential) of increasing difficulty in the same line of work, through which employees would receive yearly promotions to the full performance level of the job.

In 2007, USAID launched a pilot *Upward Mobility Program (UMP)* in response to research indicating that women in USAID still struggled in low-paying, dead end jobs. UMP allows supervisors to identify training positions that provide career development and growth opportunities for underutilized and underdeveloped employees, 84% of which were women, in positions GS-9 and below, whose current assignments do not permit further advancement. Selected employees are placed in the entry/target position, and receive structured and monitored training specifically designed to qualify them for the target occupation. Upon successful completion of the training program, employees are reassigned or promoted to the target position.

i. Statistics: No statistics currently available.

ii. Evaluation/Feedback Mechanism: USAID's Executive Diversity Council was established in 2005 following an Agency-commissioned report of recommendations to identify diversity issues and challenges facing the Agency and to formulate strategies for addressing them. One of the report recommendations was to "establish career development and upward mobility programs." The Council meets monthly to listen to feedback and track the progress of the recommendations.

g) Tuition Assistance Program (TAP): The Tuition Assistance Program (TAP) was started in 2005 to support continuous learning, increase technical skills, and enhance the professionalism of USAID employees. The program provides funding for pre-approved classroom and on-line courses provided by accredited colleges and universities. This program benefits women as they can take classes on their own time/schedule and attend a school that is convenient for them. The availability of on-line courses opens up options for women who have demanding work and personal schedules as the online learning format allows them to pursue college course work at their own pace. Depending on the number of applicants, 30-50 new employees enter the program three times per year.

i. Statistics:

Tuition Assistance Program (previous 12 months)	Annual Average Number of Participants/ Total Support	% Female Participants/ Average Support to Women
Participants	120	63%
Tuition Support	\$50,000	\$32,000

ii. Evaluation/Feedback Mechanism:

Tuition Assistance Program participants provide their grade reports at the end of the course to verify successful completion. Many positive responses have been received from participants about how the program has helped them to continue their education and had a positive impact on their work.

h) Counseling: Since 1991, the Office of Human Resources employs a social worker for employees. Many of her clients are women dealing with stress related issues, i.e., job satisfaction, their supervisor, or personal and/or family matters. In addition, the Agency has Assignment and Performance Counselors (APCs) who provide counsel to FS employees grades FS-01 and below on current or future assignments and training needed to develop skills and broaden their experience.

i. Statistics: No statistics currently available.

ii. Evaluation/Feedback Mechanism: Respondents to the staff care portion of the 2008 Administrator's Survey indicated that Counseling Services are insufficiently publicized and staffed. This is of particular relevance as Staff Well Being emerged from the report as a top priority for the Agency. With the Agency's social worker currently retiring, the Office of Human Resources assessed the need for additional assistance in this area and decided to recruit two social workers. One of the positions will provide exclusive service to employees serving in Critical Post Countries.

i) Tandem Assignments for Married Foreign Service Employees: Since the late 1980's, USAID's efforts to give married couples who are both in the Foreign Service "tandem" assignments, or assignments in the same post, has been critical to promoting intact, healthy families. In the late 1990's, the program registered 82 couples in tandem assignments. The current demand to assign Foreign Service Officers to Critical Post Countries such as Iraq and Afghanistan has impacted the placement of women with their husbands and vice versa, particularly in cases where the couple has children. However, USAID remains committed to assigning tandem couples together to the maximum extent possible..

j) Managed Health Network (MHN): USAID's Managed Health Network (MHN) is designed to provide support services for employees and families serving in Critical Priority Countries such as Afghanistan, Iraq, Pakistan, and Sudan. Employees are able to access services on line or by directly calling the Need Help line that is available 24 hours a day seven days a week. Available services include support in the areas of marriage; relationship and family problems;

domestic violence; alcohol and drug dependency; stress and anxiety; depression; grief and loss.

i. **Statistics:** No statistics currently available.

ii. **Evaluation/Feedback Mechanism:** The Administrator's Survey affords the opportunity to review all programs of the Agency. A recommendation that emerged from the 2008 Survey stated that MHN's Services should be strongly encouraged for employees and families in Critical Priority Countries.

k) **Gender Training for New Hires:** Gender training was recently made mandatory for all new entry level Foreign Service Officers in the Development Leadership Initiative and encouraged for all other employees. The course covers key concepts and terminology of internationally recognized gender issues, describes the relationship between gender and development and the ways in which gender can enhance the quality of participants' work, informs participants of USAID gender requirements and resources, and familiarizes participants with a framework for gender integration

i. **Statistics:** 46 employees attended the third Gender Training session in June 2009.

iii. **Evaluation/Feedback Mechanism:** Participants commented that they learned the importance of conducting a gender analysis, and found the gender framework to be a practical tool.

2. Future Efforts

a. **Office of Civil Rights and Diversity:** We are working on the establishment of a new office of Civil Rights and Diversity to absorb the roles and responsibilities for the Office of Equal Opportunity Programs and draw upon the results achieved of the Executive Diversity Council. The Office will be headed by a Chief Diversity Officer who will leverage workforce data and demographics for diversity recruitment, retention, succession planning, career development, training, performance, incentives and work/life balance. The timeline for start up of operations will be determined pending the arrival of a confirmed Administrator.

b. **Senior Executive Service Candidate Development Program:** To increase career development opportunities for employees, USAID is developing a Senior Executive Service (SES) Candidate Development Program with a planned launch in the October/November 2009 timeframe. This competitive program will provide structured development through experiential learning and classroom training. Graduates of the program should receive Office of Personnel Management (OPM) certification for SES positions. One of the goals of this initiative is to attract more women and minorities for USAID's SES applicant pool.

C. Programs Which Improves the Lives of Women and Girls Worldwide

1. Program Descriptions:

USAID's programs that improve the lives of women and girls worldwide are grouped by our main programmatic areas – economic growth, democracy and governance, education, gender-

based violence and women’s legal rights, combating trafficking in persons, global health. A special section has been included on improving the lives of women and girls in Afghanistan.

a. Economic Growth

Throughout the developing world, women are vital economic actors, representing a larger percentage of the work force than ever before. Over 800 million women are economically active worldwide, undertaking critical roles in industry, agriculture, manufacturing, and services, and as producers, traders, and owners and operators of micro- and small-enterprises. However, many more would be economically active if they had the opportunity and resources. Limited access to physical and financial resources, insufficient market knowledge, lack of skills, and absence of labor-saving technologies seriously constrain the ability of women to effectively participate in economic growth. Systematic exclusion of individuals from resources, public services, or productive activities based on gender diminishes an economy’s capacity to grow and to raise overall living standards.

USAID supports projects and programs that expand women’s economic opportunities and reduce gender-based constraints to women’s full participation in economic activities. Programs to promote women’s economic growth fall into four main areas: **Small and Medium Enterprise Development, Microfinance, Workforce Development, and Economic Policy & Governance**. The technical lead on economic growth issues within USAID is the Office of Economic Growth in the Bureau for Economic Growth, Agriculture and Trade. However, most programs are run by individual missions. In addition, the Office of Women in Development (WID), the Office of Development Credit, the Office of Poverty Reduction and Regional Bureaus have programs focused on gender and economic growth.

Study	# of Countries & Regional Platforms	FY 2007 Actual	% Women	FY 2008 Actual	% Women	FY 2009 Target	% Women	FY 2010 Target	% Women
Workforce Development									
Number of persons participating in USG-funded workforce development programs	23	131357	72.0%	80039	39.6%	70377	31.8%	74942	31.0%
Number of persons completing USG-funded workforce development programs	18	63920	58.2%	138614	63.7%	123444	70.7%	148937	62.9%
people gaining employment or better employment as a result of participation in USG-funded workforce development programs.	16	5998	29.7%	21167	27.7%	14550	19.4%	30918	9.2%
people transitioning to further education and training as a result of participation in USG-funded workforce development programs	6	881	50.1%	12616	48.6%	6496	48.5%	7988	48.1%
Small Medium and Micro Enterprise									
micro enterprises participating in USG assisted value chains	14	137463	N/A	324439	N/A	285087	N/A	284335	N/A
micro enterprises receiving business development services from USG assisted sources	20	154175	N/A	369519	N/A	220520	N/A	218170	N/A

Economic Growth: Program Highlights

- ❖ **Small & Medium Enterprise:** In Lebanon, a USAID program built a system of 37 cooperatives with a marketing branch that distributes and exports over 100 brand-name foodstuffs. Approximately 1,600 rural Lebanese women have been trained in hygienic processing methods, manufacturing and management skills, giving their isolated communities an economic base.
- ❖ **Microfinance:** In Russia, the Socio Economic Recovery program seeks to develop the microfinance sector in Russia, with a particular focus on the North Caucasus and conflict-affected families. The program supports micro entrepreneurs with a focus on long-term enterprise sustainability. In FY08 14,876 women (out of 24,822 clients) were served at USG-assisted microfinance institutions.
- ❖ **Workforce Development:** USAID supports Jordan's two leading businesswomen's associations, strengthening their capacity to establish women-friendly work environments, and establishing a network of women power-brokers to support rising women leaders. USAID is expanding employment and entrepreneurial opportunities for women in the tourism and hospitality sector.
- ❖ **Economic Policy & Governance:** USAID's Women's Leadership Training in Economics (WLTIE) was launched in 2009 to provide post-graduate training in economics to women who show promise as future economic policy champions. The program is funded through a \$2.1 million Women's Leadership earmark and is being supplemented by participating Mission cost-share arrangements. The program supports approximately 15-20 women who are entering Masters Programs from 8 USAID countries in 3 regions (Africa, Asia, and Latin America).

b. Democracy & Governance

Comprising over 50 percent of the world's population, women continue to be under-represented as voters, political leaders and elected officials. Today political leadership positions are still occupied largely by men, although women have increasingly provided dynamic leadership in the non-governmental and small enterprise sectors. Women's representation in national congresses and local assemblies is rising slowly, but parliamentary seats occupied by women remain at about 15 percent worldwide. USAID has extensive programs in the democracy and governance area focusing on empowering women politically and improving the lives of women and girls. ***Programs focus in the areas of Elections & Political Processes, Civil Society, Labor, and Rule of Law.*** USAID promotes greater involvement of women in politics through programs aimed at increasing the number of women participating in elections and political processes, encouraging women to run for political office, and improving the abilities of women parliamentarians to perform their jobs. These programs intersect with USAID's civil society strengthening programs, which aim to increase the increase the participation of women in the public sector. In the labor arena, USAID works to increase the role of women in what has been traditionally a male-dominated leadership structure within labor unions and federations and works towards improving working conditions in sweatshops and promoting female migrant workers' rights to occupational health and safety. Justice reform programs support women's bar associations and provide for access to justice targeting women and marginalized groups. These programs are managed by Democracy Officers at the field mission level, and USAID Washington provides technical leadership and support.

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Type	# of Countries & Regional Platforms	FY 2007 Actual	% Women	FY 2008 Actual	% Women	FY 2009 Target	% Women	FY 2010 Target	% Women
Judicial Independence									
Judges Trained with USG Assistance	11	2,037	27.7%	2,763	18.9%	2,110	13.5%	1,650	10.1%
Local Government and Decentralization									
Individuals Who Received USG-Assisted Training, including management skills and Fiscal Management, to Strengthen Local Government and/or Decentralization.	41	118,524	33.1%	119,199	17.6%	67,876	10.3%	38,519	9.0%
Elections and Political Processes									
Domestic Election Observers Trained with USG Assistance	31	61,533	32.0%	170,307	7.0%	74,733	5.9%	16,687	9.5%
Election Officials Trained with USG Assistance	27	18,510	37.4%	132,543	5.2%	264,063	20.3%	71,071	0.04%
Political Parties									
Individuals who Receive USG-Assisted Political Party Training	39	94,371	32.8%	160,910	15.2%	115,424	22.3%	58,235	5.3%
Civic Participation									
People who Have Completed USG Assisted Civic Education Programs	31	4,402,732	35.4%	2,469,538	2.2%	422,354	11.3%	365,877	4.9%

Democracy & Governance: Program Highlights

- ❖ **Elections & Political Processes:** USAID is coordinating with other bilateral and multilateral donors to promote the role of women in Nepal's Constituent Assembly, political parties and civil society organizations by providing training and technical assistance on constitutional drafting skills and on increasing women's role in politics.
Relevant Statistics: \$1.8 million trained over two years, extensive training for 173 women leaders including 102 Constituent Assembly members.
- ❖ **Civil Society:** USAID in Colombia supported the civil society-led campaign "Más Mujeres, Más Política" (More Women, More Politics) which aims to increase the participation of women in the public sector, including election and high-level positions within government. In 2008, the campaign developed draft legislation, now encompassed within a pending political reform bill, to assure representation of women on party ballots at the national, departmental, and municipal levels.
Relevant Statistics: 3,000 women trained in political party management and operations.
- ❖ **Labor:** USAID supports extensive labor activities aimed at increasing the role of women in trade unions, including a Women's Leadership Program in Kenya, capacity-building activities to increase participation of women in trade union structures in Brazil and South Africa, and activities in Sri Lanka addressing migrant workers.
Relevant Statistics: USAID supports \$7.25 Million labor programs annually, totaling over \$68.7 Million in labor funding for 2002-2009.
- ❖ **Justice Reform:** USAID supports efforts to improve working conditions in sweatshops, which employ primarily women and children, by giving small grants to NGOs in El Salvador, India, Nepal, Mexico and South China, including a grant to the China Working Women's Network that established an Occupational Safety and Health Resource and Educational Center for South China to promote female migrant workers' rights.
Relevant Statistics: 5 grants awarded ranging from \$6,000 to \$32,000 for a total of \$129,107.

c. Education

Education systems in many developing countries are not preparing children and youth to be productive adults. Nearly 300 million school age children and youth have never been enrolled in basic education, and many more cannot access the continuing education needed to be productive, healthy adults. In some conflict-affected countries, whole generations have missed out on school. While the opportunity to attend school is critical, it is not enough –

there is also a strong need to improve the quality of education at all levels.

Education is a priority for USAID with a special emphasis on improving opportunities for girls, women, and other underserved and disadvantaged populations. In 2008, 68% of USAID basic education programs in 70 countries explicitly addressed girls' education and gender equality in education. USAID assists developing countries to improve **access** to and **quality** of education, including in fragile, conflict or emergency affected states. Depending on country-specific needs, USAID constructs schools, trains teachers and administrators, improves curricula, engages the community in education, and helps girls and other marginalized populations go to school. **Quality basic education is the foundation for vocational training and higher education. USAID works to coordinate assistance to each sub-sector: basic and higher education and workforce development.**

Gender inequalities in education vary by country and region and must be addressed with country and situation-specific approaches. USAID education programs take gender dynamics, inequalities and roles into consideration during program design, implementation, and evaluation. USAID has created a tool called the Gender Equality Framework to help program managers address four dimensions of equality when designing education programs: equality of access, equality in the learning process, equality of educational outcomes, and equality of external results. Specific USAID-supported activities to increase access and create more equitable learning environment for all students include providing scholarships and mentoring to girls; developing bias-free curricula; training teachers to treat boys and girls equitably; and working with community leaders to mobilize local support for girls' education. USAID will continue to design program interventions that work toward achieving gender equality in education. Education program initiatives include the following:

Study	# of Countries & Platforms	FY 2007		FY 2008		FY 2009		FY 2010	
		Actual	% Women	Actual	% Women	Target	% Women	Target	% Women
Basic Education	Regional	Actual		Actual		Target		Target	
enrolled in USG-supported pre-primary school settings									
enrolled in USG-supported primary school settings	22	168,663	41.6%	321,562	41.7%	376,219	19.6%	790,110	47.3%
enrolled in USG-supported non-school-based equivalent non-school-based	38	27,247,240	47.4%	40,883,886	44.5%	44,256,545	47.9%	12,118,019	46.6%
enrolled in USG-supported secondary school settings	38	27,247,240	47.4%	40,883,886	44.5%	44,256,545	47.9%	12,118,019	46.6%
enrolled in USG-supported adult schools or non-school-based settings	21	1,096,255	44.1%	3,669,341	37.1%	3,848,847	36.3%	1,335,428	45.4%
adult learners enrolled in USG-supported teacher education programs	10	62,384	61.3%	134,762	55.7%	197,484	52.3%	219,939	54.6%
High Education	49	724,781	35.5%	1,047,982	36.8%	1,090,022	34.9%	247,088	37.7%
Higher Education									
individuals receiving USG-funded exchange programs conducted through higher education institutions	7	5,616	36.2%	6,530	46.8%	3,913	45.3%	3,519	49.7%

Education: Program Highlights

- ❖ **Equality of Access:** The Ambassadors' Girls' Scholarship Program, a component of the former Administration's Africa Education Initiative, will provide 550,000 scholarships by 2010 to girls in African Countries at the primary and secondary levels. This will help to close the gender gap in the approximately 40 million primary school-aged girls who are not enrolled in school in Africa.
- ❖ **Equality in the Learning Process:** USAID's program on *Increasing Girls' Access to Education and Preventing Early Marriage and Early Pregnancy in Asia and Africa* works with community and religious leaders, government officials, educators and parents to: (1) to change attitudes and perceptions towards girls' education and development, and established local monitoring committees to help increase the enrollment and educational performance of school-age girls; (2) prevent early marriage which can lead to girls not completing school and falling into poverty; and (3) increase access to reproductive health information and services needed to delay and space pregnancies to reduce the likelihood of medical conditions from early pregnancy.
- ❖ **Equality of Educational Outcomes:** USAID supports a university partnership program between California State University and two all-female Pakistani universities (Fatima Jinnah and Sardar Bahadur Khan). This program focuses on increasing the number of women who receive degrees in science, technology engineering and research.

d. Gender-Based Violence and Women's Legal Rights

Addressing the root causes of violence, improving protection services for victims, and supporting legislation and enforcement is essential to preventing and responding to gender-based violence. Violence touches the lives of women and girls in every region in the world. Globally, an estimated one in five women will be a victim of rape or attempted rape in her lifetime. Violence kills or disables the same number of women between the ages of 15 and 44 as cancer. To address these issues, USAID provided more than \$20 million to combat gender-based violence (GBV) in FY 2008 alone. Gender is an important cross-cutting issue and each mission and bureau is required to report on programs reducing GBV. A Gender-Based Violence Working Group, chaired by the Office of Women in Development with members from a wide cross-section of bureaus and offices, recently produced "A Guide to Programming Gender-Based Violence Prevention and Response Activities", which presents the USAID framework for addressing GBV and articulates strategies for reducing the prevalence and impact of GBV on women and girls in programming across the board. USAID also convenes an Interagency Gender Working Group (IGWG), a network of nongovernmental organizations and implementing partners focused on addressing the intersection between gender and health, and working extensively on GBV issues.

The Agency has produced a number of other tools to address GBV including:

- The Europe and Eurasia Bureau's *Domestic Violence Activities Integration Toolkit*, designed to assist Missions in integrating domestic violence activities into a wide range of programs;
- *Addressing Gender-based Violence through USAID's Health Programs: A Guide for Health Sector Program Officers* produced by the Global Health Bureau to support health programmers in the field; and,

- *Violence against Women and Girls: a Compendium of Monitoring and Evaluation Indicators*, a global compendium supported by USAID, which established standardized indicators to better track and monitor levels of gender-based violence.

Study	# of Countries & Regional Platforms	FY 2007 Actual	% Women	FY 2008 Actual	% Women	FY 2009 Target	% Women	FY 2010 Target	% Women
Justice System									
people visiting USG supported legal service centers serving low income and marginalized communities	16	1,455,804	55.4%	1,553,646	54.6%	1,826,164	56.6%	1,819,781	56.6%
individuals/groups who received legal aid or victim's assistance with USG support	3	N/A	N/A	19,064	N/A	21,444	5.4%	14,144	8.2%
Conflict Mitigation									
people from 'at-risk' groups reached through USG-supported conflict mitigation activities	12	1,459,846	N/A	370,602	12.3%	193,682	8.5%	165,994	3.6%
Family Planning and Reproductive Health									
Number of USG program interventions providing services, counseling, and/or community-based awareness activities intended to respond to and/or reduce rates of gender-based violence	8	2,194	N/A	5,602	N/A	6,779	N/A	6,794	N/A

Gender-Based Violence and Women's Legal Rights: Program Highlights

- ❖ **Addressing the Root Causes of Violence:** USAID's Safe Schools Program implemented a pilot GBV prevention project for 30,000 school boys and girls in Ghana and Malawi. The schoolchildren participated in training prevention programs and had access to referral services, resulting in positive changes in the knowledge, attitudes and practices of teachers and students.
Relevant Statistics: Following the program, the percentage of teachers in Ghana who agreed that sexual harassment of girls occurred in schools increased from roughly 30% to nearly 80%. The percentage of students that felt they had the right not to be hurt or mistreated increased from 57% to 70%.
- ❖ **Improving Protective Services to Victims:** The Women's Justice and Empowerment Initiative (WJIE) in Africa is working to curb violence against women, protecting those who have been victimized, and bringing the perpetrators to justice.
Relevant Statistics: Together with the Departments of State and Justice, USAID is implementing the \$55 million program in four countries: South Africa, Zambia, Kenya, and Benin.
- ❖ **Supporting Legislation and Enforcement:** USAID's recently completed a five-year Women's Legal Rights Initiative in ten developing countries. In Albania, a new law on domestic violence was drafted and adopted, a curriculum on gender-based violence was incorporated into the training received by judges and prosecutors, a judicial bench book providing guidance to judges and court personnel on dealing with gender-based violence was developed, and a country-wide campaign was undertaken to improve public awareness and support for women's rights.

e. Combating Trafficking in Persons

The U.S. Government has made a significant commitment to fighting trafficking in persons (TIP) in developing countries, and USAID has funded anti-trafficking projects in more than 70 countries as part of the coordinated U.S. Government effort. Activities are strategically designed to help **prevent vulnerable individuals from being trafficked (Prevention), to protect and**

reintegrate victims (Protection) and to find and punish human traffickers (Prosecution). At USAID, human trafficking is viewed as a cross-cutting issue rooted in many of the same development problems that the Agency addresses through poverty reduction, education, governance, security and post-conflict programs. These experiences inform USAID’s direct efforts to combat trafficking, and the development programs themselves provide reinforcement for anti-trafficking activities.

Most of USAID's anti-trafficking activities are implemented by USAID missions and the majority are bi-lateral, multi-lateral, or regional arrangements in partnership with U.S. and foreign government agencies, NGOs and other interested parties. USAID’s Office of Women in Development (WID) in the Bureau for Economic Growth, Agriculture & Trade provides technical assistance and coordinates with anti-TIP technical experts in USAID’s Regional and Technical Bureaus. The WID Office also represents and promotes the Agency’s efforts at the inter-agency level. Between FY 2001 and FY 2008, USAID provided approximately \$134.8 million for anti-TIP projects with the majority of funds addressing a blend of the prevention, protection and prosecution themes mentioned above. Specifically, 85% of USAID’s funding has gone to projects that include prevention; 81% of USAID funding has gone to projects that include protection; and 39% of USAID funding has gone to projects that include prosecution.

Study	# of Countries & Regional Platforms	FY 2007 Actual	% Women	FY 2008 Actual	% Women	FY 2009 Target	% Women	FY 2010 Target	% Women
Trafficking-in-Persons and Migrant Smuggling									
people in host country trained on TIP related issues with USG assistance	21	316,610	63.7%	71,161	3.7%	112,690	41.3%	12,801	8.9%
people in host country trained on smuggling related issues with USG assistance	2	800	68.8%	512	21.5%	575	22.1%	605	23.3%
TIP victims rescued with USG assistance	7	1,165	76.7%	1,810	71.0%	800	75.0%	820	73.2%
smuggling victims rescued with USG assistance	1	30	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
victims rescued with USG assistance	1	30	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
TIP victims assisted by USG programs	17	3,117	48.0%	2,812	39.0%	3,475	21.7%	1,615	19.8%

Combating Trafficking in Persons: Program Highlights

- ❖ **Prevention:** USAID partnered with the MTV Europe Foundation and MTV Networks Asia Pacific to launch an Asia-wide anti-trafficking campaign, which includes television specials, public service announcements, a multilingual internet presence, and MTV events in a 14 Asian countries.
Relevant Statistics: The partnership was credited with reaching as many as 560 million households.
- ❖ **Protection:** In Moldova, USAID supported the establishment of Regional Support Centers which have provided comprehensive services for victims of trafficking and vulnerable women.
Relevant Statistics: One hundred and forty-one trafficking victims received assistance and reintegration services, over 800 young women and girls received employment training, over 10,000 young women received long and short-term skills development courses or entrepreneurship training, and 156 women established their own businesses.
- ❖ **Prosecution:** In Nigeria, the American Bar Association worked with the Nigerian government to train state prosecutors, judges, police officers and immigration officers in laws related to TIP. Training is also being provided to immigration officers to help detect and prevent trafficking.
Relevant Statistics: Twenty judges and nine state prosecutors participated in workshops on the international legal context for trafficking in persons, Nigeria’s 2003 trafficking legislation, and procedural issues surrounding trafficking cases.

f. Global Health

Each year, USAID's voluntary *family planning and reproductive health* programs abroad serve approximately 27 million women, through both clinical as well as non-clinic-based approaches aimed at reaching hard-to-reach populations. Programs focus on six technical priority areas: contraceptive security, community-based access, healthy timing and spacing of pregnancy, long-acting and permanent methods, family planning/maternal and child health integration, and family planning/HIV integration. *Maternal health care* programs aim to build the capacity of skilled birth attendants and reduce the major causes of maternal death. USAID addresses gender issues in *HIV/AIDS* in coordination with the President's Emergency Plan for AIDS Relief (PEPFAR) initiative, through: increasing gender equity in HIV/AIDS activities and services; reducing violence and coercion, addressing male norms and behavior, increasing women's access to income and productive resources, and increasing legal rights and protection. Another major focus of USAID's programming is improving the *nutrition of women and adolescent girls*. USAID supports antenatal programs in more than thirty countries, including a strong focus on reducing and preventing anemia. Improvement of girls' nutritional status has been shown to improve their survival and productivity as well as the health and survival of their children. USAID's *child survival programs* protect children from the major causes of infant and child mortality through increasing the coverage of services such as immunization, prevention of diarrhea, treatment of pneumonia, and vitamin A supplementation. In places where gender analysis reveals differential access to child health services for girl children, USAID's programs specifically work to overcome this gender constraint. USAID's Global Health Bureau also tackles harmful traditional practices of *Female Genital Cutting and child marriage*. Finally, USAID's global health programs target *infectious diseases*, as biological differences between men and women can affect vulnerability to certain infectious diseases, while gender norms, cultural practices, and behaviors can strongly influence disease prevention and care-seeking, as well as access to treatment.

Study	# of Countries & Regional Platforms	FY 2007 Actual	% Women	FY 2008 Actual	% Women	FY 2009 Target	% Women	FY 2010 Target	% Women
Tuberculosis									
people trained in DOTS with USG funding	41	45,126	51.3%	55,287	20.6%	18,593	31.5%	15,241	30.4%
Percent of all registered TB patients who are tested for HIV through USG-supported programs	19	786	415.1%	1,053	30.0%	1,125	21.6%	1,214	21.2%
TB cases reported to NTP by USG-assisted non-MOH sector	10	18,456	29.3%	15,333	39.5%	19,200	38.4%	21,339	38.8%
Maternal and Child Health									
people trained in maternal/newborn health through USG-supported programs	49	326,347	19.7%	508,465	61.1%	302,542	37.3%	176,641	23.3%
people trained in child health and nutrition through USG-supported health area programs	46	604,921	11.6%	505,837	26.8%	381,337	23.6%	332,156	18.5%
Family Planning and Reproductive Health									
people trained in FP/RH with USG funds	44	182,553	43.3%	407,807	37.6%	283,337	35.2%	245,108	38.3%
Malaria									
people trained with USG funds in malaria treatment or prevention	18	66,646	35.2%	195,334	17.5%	162,981	20.4%	179,482	20.6%
HIV/AIDS									
individuals reached through community outreach that promotes HIV/AIDS prevention through abstinence	4	318,918	51.6%	600,923	54.7%	478,000	16.5%	622,200	16.3%
individuals reached through community outreach that promotes HIV/AIDS prevention through other behavior change beyond abstinence and/or being faithful	32	3,211,486	37.7%	4,780,829	23.9%	5,607,990	19.6%	5,452,886	20.6%
individuals who received counseling and testing for HIV and received their test results	23	218,054	40.0%	374,702	36.6%	365,585	36.7%	386,485	34.6%

Global Health: Program Highlights

- ❖ **Family Planning and Reproductive Health:** A public-private partnership in one of India's poorest states provided family planning and reproductive health information to young men and women via a telephone hotline. The program trained chemists and traditional medical practitioners on the needs of reproductive health needs of youth, and launched a massive communication campaign to promote healthy behaviors related to family planning.
Relevant Statistics: Within an 18 month period (2007-2009), 81,863 calls were received, of which 24,305 were from women. Operators also referred 60% of the callers to family planning services and product providers.
- ❖ **Maternal and Child Health:** A USAID program supported a Ukrainian Maternity ward in introducing family-friendly post-partum rooms, mother-baby "skin-to-skin" contact and counseling on various maternal and child-care issues. These new approaches have influenced mothers who had thought of giving away their children.
Relevant Statistics: Since the implementation of the project, the number of abandoned babies at the maternity ward has dropped from 15 in 2002 to four in 2006. At the same time, the number of deliveries has doubled - from 2,000 in 2002 to 4,000 in 2006.
- ❖ **HIV/AIDS:** The Vulnerable Girls Initiative aims to reduce adolescent girls' risk of HIV infection in Botswana, Malawi, and Mozambique. The Initiative uses a social ecological framework for interventions on multiple levels and aims to develop and validate indices to measure vulnerability.
- ❖ **Nutrition:** A partnership program in East and Southern Africa, Girl Guides, provided adolescent girls with information and activities on anemia prevention and control. Under the program, Girl Guides (ages 7-18) earned a badge in anemia prevention through educational programs and community involvement in anemia control.
Relevant Statistics: Over 4,000 girl guides participated in the program in Rwanda, Swaziland and Uganda. Girl Guides reached 7,500 adolescent peers, parents and community members through presentations, performances, drama and dance.
- ❖ **Child Survival:** USAID-supported community-based programs in Honduras, Nepal, and Pakistan aim to increase the number of pneumonia cases treated and train volunteers to effectively detect and treat child pneumonia.
Relevant Statistics: More than 75 million infants and children with pneumonia now receive treatment from trained health workers annually.
- ❖ **Female Genital Cutting:** USAID has supported a non-governmental organization in Senegal to encourage social change and improve women's health and literacy, through community mobilization. The project led women to become leaders in reproductive health issues, including eradication of the traditional practices of Female Genital Cutting and child marriage.
Relevant Statistics: To date, there have been three public declarations announcing the abandonment of the practice involving 243 villages/communities.
- ❖ **Infectious Diseases:** In Afghanistan, USAID supported the training of more than 7,000 clinical health workers to administer and observe patients taking their anti-TB medicines as well as spot people in the community with symptoms of tuberculosis and refer those suspected cases to the local health facility.

g. Improving the Lives of Women and Girls in Afghanistan

USAID has emphasized improving the lives of women and girls in Afghanistan since 2002. The USAID/Afghanistan Mission has a full-time gender advisor who designs policy and programmatic recommendations for the Mission. Gender considerations are incorporated in all project designs and a mission-wide gender team ensures effective integration of gender considerations throughout all programs.

USAID programs have had a demonstrable and positive impact on the lives of women and girls in Afghanistan since 2002. For example, in 2001 there were few girls enrolled in school; now, 35% of the six million students in school are female. In 2001, only 8% of the population had access to health care; today, over 80% have access and over 230,000 patients now receive health treatment monthly, almost 70% of whom are women and children. The infant mortality rate was the highest in the world under the Taliban, and has fallen by 25% since 2002. The number of women entrepreneurs and women-led and/or focused NGOs is increasing, and more women, such as Habiba Sarobi, the only female governor in all of Afghanistan's 34 provinces, are participating in the public and political sphere.

Improving the Lives of Women and Girls in Afghanistan: Program Highlights

- ❖ **Economic Growth:** This program provides increased opportunities for trade, employment, and investment in Afghanistan, focusing particularly on the economic empowerment of women. Currently this program is being implemented in 32 of Afghanistan's 34 provinces. Relevant Statistics: Provided business skill training to more than 4,300 female participants throughout the country; provided internships to 235 young female professionals through universities across Afghanistan (approximately 80% of whom received full-time positions); and established 27 women business associations.
- ❖ **Democracy & Governance:** Ending in May 2009, this program aimed to increase human and institutional capacity of the justice sector; access to justice (particularly for women); public demand for the rule of law; and engagement with the informal sector. Relevant Statistics: Conducted six *Women's Rights Under Islam* training courses for approximately 120 judges throughout the country; held seven public discussions on women's rights and child rights issues in four provinces for 163 participants, including 82 women; and, developed a one-day course for judges on women's rights to be taught in all future judicial training programs.
- ❖ **Education:** Since 2002, USAID has built or refurbished over 680 schools throughout Afghanistan's provinces. Relevant Statistics: USAID financed the rehabilitation of the National Women's Dormitory at Kabul University enabling over 1,000 girls and young women, primarily from outside Kabul, to attend one of four institutions of higher learning. Currently, more than 750 young women reside in the dorm.
- ❖ **Health:** Training and recruiting midwives throughout the country comprises a central pillar within USAID's ongoing efforts to improve maternal and child health. Relevant Statistics: In FY 2008, USAID provided midwifery training to 174 women, 93% of whom were successfully deployed in local health facilities to treat patients. As of May, 2009 there are 22 Community Midwifery Education Programs and five Hospital Midwife Education programs, with a total of 1,281 midwives graduating from the two programs. The graduated midwives were deployed at rate of approximately 95%.
- ❖ **Agriculture and Alternative Development:** This program is designed to shift northern Afghanistan's economy from illicit to licit crop production through assistance to current and potential opium poppy producers and communities. To increase the region's productivity and promote equality, the activities give special consideration to the inclusion of women. Relevant Statistics: Home-based nurseries and vegetable greenhouse tunnels for women were established in 2008 and 2009, providing income to 480 women. Additionally, over 23,100 women received agriculture training; 100 women received solar fruit drying training; over 5,500 women received marketing/business training; 483 women received training in livestock care, hygiene and nutrition; 20 women received computer literacy training; and almost 1,100 women participated in a poultry raising program.

2. Evaluation Mechanisms

USAID policy calls for the collection and analysis of sex-disaggregated data for individual-level indicators and targets, which enables valid cross-country comparisons. Gender analysis of the sex-disaggregated data should be carried out in order to determine what impact development activities have on gender relations. Specifically, Agency policy calls for the mandatory inclusion of gender-sensitive indicators and sex-disaggregated data in performance management systems and evaluations at the Assistance Objectives and project and activity levels when (a) the activities or their anticipated results involve or affect women and men differently; and (b) this difference would be an important factor in managing for sustainable program impact.

Furthermore, Agency policy calls for awareness that projects or activities may have significantly different effects on different social groups, and steps should be taken to ensure that neither women nor men are disproportionately affected either positively or negatively. A program, for example, might disproportionately address women's access to education in situations where they have been historically disadvantaged. Similarly, policy changes often affect men and women differently, and Agency policy calls for teams to look for unexpected effects that may need to be addressed or mitigated.

USAID humanitarian assistance partners report against a variety of gender-related required indicators that correspond to specific humanitarian sectors, including protection, health, nutrition, and water and sanitation. Programs are also tracked by keywords related directly to women and girls, including "Gender Relations", "Children", "Youth", and "Protection Mainstreaming". Gender equity and gender-based violence, and trafficking in persons are all included in the key issues section of the Foreign Assistance Coordination and Tracking System (FACTS), a database system used to monitor investments in foreign assistance. Continuing to improve our ability to capture gender information in FACTS is key to strengthening USAID's ability to report and evaluate on gender integration and evaluate the impact of our programs on women and girls.

3. Future Programs

As the U.S. and international community are facing new global challenges, USAID will continue to draw on past successes and lessons learned to develop new and creative approaches to ensure that women continue to be an integral part of the solution to the complex challenges we face in the new century.

a. Financial Crisis

Women play a critical role in driving economic development throughout the world. Empowering women economically can lift entire families and communities out of poverty. Women in poor countries are more likely to spend their income on food, education and healthcare for their children -- creating powerful, positive and measurable benefits to society. Despite the important role women play in driving development, women living in poor countries are likely to bear a disproportionate burden in an economic crisis.

The FY2009 Supplemental contains \$255.6 million to assist countries affected by the global financial crisis to protect development gains, particularly among vulnerable groups. Funds are planned for direct support to temporarily expand country safety net programs to meet needs arising from the global recession. Households headed by women tend to be disproportionately affected by economic downturns and will benefit directly from these funds. Additional funds will be used to provide credit guarantees to ensure credit continues to flow to micro and small business operations and to maintain employment.

Because women are strongly represented among micro entrepreneurs and as workers in sectors affected by the downturn, this additional assistance will help maintain their contributions to household income. Funding from the FY2009 Supplemental will also be used for technical assistance to strengthen financial sector oversight in assisted countries and to improve the targeting and management of safety net and humanitarian programs by both governments and civil society.

b. Global Health Initiative

i. Program Description

The recently announced White House Global Health Initiative adopts a more integrated approach to fighting diseases, improving health, and strengthening health systems. The President's 2010 Budget begins to focus attention on broader global health challenges, including child and maternal health, family planning, and neglected tropical diseases, with cost effective intervention. It also provides robust funding for HIV/AIDS. The initiative focuses much of its planned increase in health assistance on interventions for women of reproductive age. This comprehensive global health approach can yield significant returns by investing in efforts to improve the lives of women and girls, including preventing millions of new HIV infections; reducing mortality of mothers and children under five; averting millions of unintended pregnancies; and eliminating some neglected tropical diseases. Future program details for the Global Health Initiative are still under discussion with the Department of State.

In the short term, an increased investment and targeted expansion of health system capabilities in family planning; maternal health; newborn/infant and child survival; women's and children's nutrition; infectious disease; and water supply and sanitation are all areas that will improve the health and well being of girls and women. Longer term investments are focused on more intensive strengthening of human resources and health system capabilities, such as investment in longer term and permanent family planning methods; increased skilled birth attendants and institutional delivery of maternal health services; detection and treatment of neonatal infection in primary community settings for newborn survival; and new vaccines for infant and child survival.

ii. Goals and Benchmarks

While detailed benchmarks for the Global Health Initiative are still under discussion with the Department of State, our overall goal for the initiative is a sustainable and significant reduction in the high rate of preventable maternal and child mortality and unintended pregnancy.

Currently, assuming a constant level of resources for MCH and FP (\$6.5 billion for 2009-2014), the USG has committed to reducing maternal and under-five mortality by 25% in 30 countries, reducing child malnutrition by 15% in at least 10 of these countries, and to increasing modern contraceptive prevalence by 1 percentage point annually across 40 countries.

USAID will also contribute to achieving the goals for FY 2013 set forth in PEPFAR reauthorization: treatment for 3 million people; prevention of 12 million new infections; care for 12 million men and women, including 5 million orphans and vulnerable children; and training of at least 140,000 new health care workers in HIV/AIDS prevention, treatment and care to help meet these goals and build sustainable local capacity.

c. Climate Change, Energy & Environment

i. Program Description

In designing and developing new program frameworks around Climate Change, Energy & the Environment, USAID is working to ensure that program design takes into account the interactions between gender, energy, and climate change, and how the proposed project results will impact these factors.

As the result of their societal roles and expectations, livelihoods, status, and economic power, women and men are affected differently by climate change. Similarly, men and women have different energy needs, coping mechanisms and impacts on greenhouse gas emissions. Understanding these differences will improve actions taken to reduce vulnerability and combat climate change in the developing world, in addition to amplifying the effect of poverty alleviation activities.

In many developing countries, women and girls are traditionally responsible for gathering fuel and water. When climate change threatens resource availability, women and girls may have to travel farther to collect water and firewood, potentially resulting in threats to their safety, decreased productivity, and less time available for schooling and child care. Women and girls are also primary users of the traditional fuels in the home; poorly-ventilated indoor wood stoves expose them to numerous health hazards. By increasing access to clean energy and protecting water resources, we can address climate change while also removing barriers to the economic and human capital development of women and their households.

Climate change impacts also increase the burden on women in other ways. Drought and flooding can lead to crop failure; in response, men are likely to migrate to find other income generation opportunities, leaving a greater household burden on women and girls. Successful adaptation projects will rely on an understanding of these gender-differentiated impacts, in order to design and target interventions effectively.

ii. Target Populations

- Vulnerable populations, including migrants, refugees, female-headed households, inhabitants of conflict areas;

- Women involved with rural rain-fed agriculture, which is particularly vulnerable to climate change impacts;
- Women dependent on forests and/or those who are planting trees, and those who rely heavily on firewood for cooking;
- Girls who are at greater risk for dropping out of school because of flooding, cyclones and other climate-related extreme events, or because of their role in gather climate-sensitive natural resources, such as water and wood;
- Women, girls and particularly widows and minors who need take extra time and effort to reach or access humanitarian assistance following climate-related disasters.

iii. Objectives

USAID organizes its climate change work into three pillars: clean energy, sustainable landscapes, and adaptation. Incorporating a gender perspective will contribute to the effectiveness of the activities pursued under each of these three pillars. Since this is a growing effort, the baselines for the indicators will be relatively low and progress can be tracked as appropriate to the program and activity.

Clean Energy: USAID is scaling up efforts to support developing countries in adopting and carrying out low-carbon development strategies and planning for critical infrastructure/technology projects. When identifying sectors to target, it is important to consider the different roles of men and women. Women are particularly likely to benefit from efforts to increase access to clean energy alternatives designed for domestic use. For example, gender has been incorporated into environment and natural resource management activities in Bangladesh and Mexico through which USAID is promoting cleaner-burning fuel for household use, which helps to reduce air pollution and harmful emissions. USAID plans to continue efforts to disseminate and build a sustainable market for efficient cook stoves and other domestic clean energy alternatives, which will contribute to climate change mitigation while improving health and lowering household costs for women.

At the same time, recognizing that women in developing countries will generally be unable to pay for new clean energy equipment without a link to income generation, USAID will continue to incorporate efforts to generate employment opportunities for women in a variety of sectors.

Indicators:

- Number of women and men with new access to cleaner energy alternatives like cook stoves;
- Number of rural female-headed households with new access to cleaner energy alternatives;
- Number and percentage of renewable energy technician trainees that are women;
- Financial savings in energy, health care, and other costs, due to use of improved energy technologies, as a percentage of average household income.
- Improved health as the result of use of cleaner energy.

Sustainable Landscapes: USAID is promoting changes in land use and agriculture practices that produce long-term, sustainable emissions reductions while providing benefits for adaptation and development. Agriculture is a sector with significant female participation: women produce 60-80% of the food in developing countries.

USAID aims to implement new trainings, demonstration projects, and pilot projects on of lower-carbon agricultural and land use practices, followed by a dissemination of lessons learned and best practices. Ensuring equitable participation of women in these projects will be critical. As availability of land, water and other natural resources shift, we will work to promote the role of women in environmental protection and involve them in decision-making on land tenure, property and other resource rights.

In the newly developing field of carbon trading, USAID will provide technical assistance to the government of Ecuador in the development of laws and the training of government officials, NGOs, civil society groups and women leaders to ensure that the country's policies and programs related to carbon sequestration are favorable to communities and incorporate gender considerations. There is a great deal of interest in carbon sequestration in many developing countries and this pilot will enable USAID to help establish a model that can be replicated around the world to prevent the exploitation of women and communities.

Indicators:

- Number of women and men receiving USG-supported training in reduced-emissions agricultural practices;
- Land tenure policies provide women with equal land rights;
- Number of rural female-headed households included in pilot projects on agricultural practices;
- Number of women and men included in trainings on carbon trading and sequestration;
- Amount and percentage of carbon financing that is provided to women.

Adaptation: USAID is working to increase resilience to climatic risks in the most vulnerable developing countries. Given men and women's different responsibilities and coping mechanisms, they may benefit differently from particular intervention. In addition, it will be critical that both women and men are engaged in participatory dialogues to define and plan community-level adaptive strategies and governance processes. Including women's voices may require special efforts in communities where they have generally been excluded from decision-making processes.

USAID aims to reduce vulnerability to and address differential effects of climate change on women and girls by improving humanitarian assistance and disaster risk reduction efforts. The Agency will build the capacity of humanitarian partners by integrating gender sensitive approaches and applying lessons learned at the field and community levels; institutionalize gender sensitization into disaster assistance and risk reduction programs; and provide access to information and resources for the most vulnerable groups.

USAID led projects in Niger to change the forestry code and encourage farmers to allow trees to grow up on their land that has led to demonstrable adaptation benefits. Three to six million hectares of tree cover have been added in the past 30 years, resulting in carbon sequestration, as well as adaptation benefits such as improved soil condition, water infiltration, reduced wind damage, and more resilient livelihoods. Women have particularly benefited from the effort, gaining access to and rehabilitating infertile land, and starting small businesses for fattening animals (using seed pods from the trees for feed) and selling wood and food products.

Indicators:

- Number of women and men receiving USG-supported training in adaptation approaches in agriculture, fisheries, forestry, and other sectors;
- Number of countries with disaster response plans that take gender issues into consideration;
- Women's active participation in workshops to discuss and determine community – level adaptation priorities;
- Number of country vulnerability assessments that take into account the special economic and social costs to women;
- Humanitarian assistance partners better prepared to address the needs of women and girls in disaster response and climate risk reduction programs.

d. Agriculture & Food Security

One billion people live in poverty and chronic hunger and this number appears to be rising. Sixty percent are small-scale food producers, and many of those are women. Women play a critical role in their households' livelihood and in ensuring family nutrition, yet too often are denied access to the tools necessary to increase both their own and their family's food security. Through leadership and partnerships with country governments, the private sector, civil society, and other donors, the U.S. Government can accelerate actions that improve the ability of millions of food insecure families to increase production of food staples, improve nutrition for the vulnerable, and increase household income. The President's FY10 budget request contains \$1.37 billion for food security resources. Within that amount, USAID will focus on increasing agricultural productivity, stimulating broad-based private sector agribusiness growth, reducing barriers to trade, maintaining the natural resource base, using technology to accelerate and sustain growth, and directly supporting women and families in agriculture with equitable and targeted financing and training and improved nutrition.

These objectives are all contained in the interagency initiative which USAID developed and is now helping to finalize. The goal described above is included in the new strategy, and USAID's FY10 programming in agriculture will lay the groundwork for beginning full implementation of the strategy in FY11. The new strategy recognizes that 70% or more of agriculture labor in the developing world is provided by women, and that they produce 60%-80% of the food consumed there. Increasing the productivity of women farmers means increasing overall agricultural productivity. However, in many countries women's contribution to the agricultural economy is overlooked—their role as “reproducer” trumping their role as producer. As a result, women often do not have equitable access to agricultural inputs and financial services, and they may face legal or social constraints to owning or

renting land, or controlling other assets. Addressing these constraints directly and assisting women benefit fully from their labor will contribute to gains in all other pillars of the new strategy as well as to sustainable gains in social and economic equity in our target countries.

i. Goals: One of the goals of the new interagency food security initiative is to “ensure women have access to agricultural opportunity and receive equitable returns for their labor”. Specifically, we wish to increase women’s access to agricultural inputs, technologies and extension; increase women’s access to and use of credit and other financial services; and increase women’s control of land, natural resources, and other productive assets.

ii. Target Population(s): We will be focusing on female headed households as well as women farmers or farm laborers within households—we expect that this would mean working with most women in the agricultural rural population of focus countries.

iii. Benchmarks: Because resource levels are still in flux, it is not possible to establish fixed benchmarks at this point; however, measures of change are likely to include: incomes; involvement in trade and agri-business; % holding individual or joint land titles or certificates; control of other productive assets; number of women providing agriculture services (training and extension); and reductions in maternal anemia

Other: A second focus of the new agriculture and food security strategy is on nutrition, with the aim of reducing under-nutrition of under-fives. Improving the diets of women in general, as well as prenatal and maternal nutrition will be a significant piece of this component of the strategy. Finally, a key principle of the overall initiative is that all its interventions fully benefit women, with no unintended negative consequences to their social, physical, or economic well-being.

e. Global Partnership for Women’s Equality and Well-Being

Efforts to improve the status of women must be carried out within the context of a particular country’s social, economic, cultural and political realities and with an understanding of the drivers of change. Therefore, a clearer understanding of Muslim communities in general, and the roles and responsibilities of women within these communities is essential to effective U.S. assistance. Empowerment of women and girls in Muslim-majority countries and communities cannot be accomplished without consideration of the wider socio-cultural context in which women live.

USAID will be developing projects that seek to promote gender equitable attitudes and behaviors, using a holistic multi-sectoral approach to meet the needs of a woman at the different stages in her life. Furthermore, similar activities with boys and young men to promote respect for girls and women and understand their human rights, can promote gender equity norm and behaviors at a young age. USAID can provide gender-/culture-sensitive training to male and female religious leaders to strengthen their support of the development needs of their communities as well as engage them from project design to implementation. Building relationships with these leaders between projects will also aid in creating and implementing relevant, supported, and sustainable programs for girls and women.

USAID plans to operationalize the “pathways for women and girls approach” (i.e., life-cycle approach) through a three-pronged approach:

i) Country-wide programs:

Identify three countries where such a program could be piloted. To be done in consultation with our embassies and AID missions, criteria for selection will be:

- Political will of host country
- Existing capacity for local partnerships (e.g., women’s NGOs)
- Likelihood of impact (e.g., possibility to consolidate existing progress or overwhelming need)

ii) Priority programs in 10-15 countries:

Develop interagency operational plans for programming in priority areas. S/GWI has agreed to take the lead on determining what those priority areas should be; for example, combating gender-based violence; increasing access to health care; promoting economic opportunity; promoting educational opportunity; promoting political opportunity (through leadership capacity, political participation and legal reform) In order to operationalize this and move quickly, there would have to be an interagency budget review to determine what resources are available with FY09 and FY10 funding

iii.) Institutionalizing the Pathways/Life-cycle Approach:

Institutionalize the need for bureaus and missions to integrate gender and this life-cycle approach in our diplomacy (and not programs).

- USAID has developed a short-term training course on gender integration for field missions;
- USAID is in the process of developing a toolkit on training field missions on the sensitivities of programming in Muslim countries.

iv.) Examples of Proposed Interventions:

- Expand current training of USG officials and staff on how to engage with religious leaders on issues of gender and larger development objectives. Create expansive programs in each country context to engage religious leaders on development programs and objectives through training, outreach, relationship and capacity building.
- Provide women-led community-based life skills classes. Large populations of females have never attended school, have been pulled out or dropped out. They lack the basic skills to make a successful transition to a productive adulthood as literate, numerate, healthy, engaged citizens. Life skills classes will provide a solid foundation for the future parent that has the greatest influence on the family.
- Develop female-only Internet centers that provide training in computer-related skills and increase distance-learning opportunities. The distance learning aspect could be linked with Dept. of Education programs and a public/private partnership with local small and medium size computer companies that could help develop the centers.

- Partner with foundations and the World Bank on new product development such as social, housing, and education loans as well as micro and hospitalization insurance.
- Work in partnership with local telecommunications companies to create new media targeting women.
- Targeted interventions to address the concerns of domestic servants, including expanded women's economic opportunities through new partnerships and increased involvement in the protection of women who seek economic opportunities abroad. Interventions might include enactment of regulations to protect workers and awareness raising workshops for women and men on the human rights violations.

D. Overarching Recommendations

1. Overview

USAID welcomes the creation of the White House Council on Women and Girls as a means of engaging in robust interagency dialogue and planning to improve the status of women and girls worldwide, and to improve the lives of women in USAID's workforce.

Global challenges such as the economic crisis and conflicts in Afghanistan, Sudan, the Middle East and elsewhere, have a distinct impact on women and girls in the U.S., just as they have a distinct impact on women and girls abroad. The U.S. response to these challenges, domestically and internationally, should recognize the differential impact on women and girls. USAID's extensive experience and expertise in this regard can be a valuable asset to the White House Council and its members. USAID can help create, develop, implement or monitor, and measure the impacts of initiatives concerning women or girls. At the same time, USAID can share its successes in implementing programs, including career advancement initiatives that help support women in the workforce, recognizing that USAID's civil service exceeds national averages for women in senior level positions.

USAID welcomes the opportunity to learn from successful 'best practices' that have been employed in the U.S. and adapt them productively to contexts overseas. USAID also welcomes the opportunity to learn how other Departments and Agencies have successfully balanced the work and personal needs of its employees while ensuring work needs continue to be met. At the same time, USAID is exploring a number of recommendations to move forward in these areas.

2. Recommendations for Improving the Lives of USAID's Workforce

a. Integrated Staff Care Approach

Over the past twenty five years, demands on USAID employees have increased as staffing levels have decreased. In the 2008 Administrator's Survey, employees who responded to the staff care portion of the survey noted that improved work/life balance was one of the most pressing wellbeing needs of USAID staff. In the 2009 Best Places to Work in Government Report, USAID ranked 27 out of 31 small agencies in work/family balance category, which measures the extent to which employees consider their workloads reasonable and feasible, and managers support a balance

between work and life. This issue has been similarly echoed through the work of the Executive Diversity Council, and their finding report in 2004, and subsequent surveys of 2007 and 2009.

In response to this challenge, USAID is exploring how ongoing initiatives and new efforts might help address work/life balance and other employee wellness needs. For example, with strong support from the White House, Secretary of State, and Congress, USAID is embarking on a major initiative to rebuild its workforce and revamp its business operating model to enhance technical and fiduciary oversight. Under the Development Leadership Initiative (DLI), the Agency plans to double its foreign service by 2012, an increase of 1200 Foreign Service Officers, and to expand on a more limited basis its civil service and overseas local staff. By expanding staffing, improving training, and streamlining business processes, the DLI and other management improvements have the potential to reduce workload for USAID staff.

In addition, based on the results of the Administrator's Survey, the Staff Care Working Group located in the Bureau of Democracy, Conflict and Humanitarian Assistance (DCHA) developed a number of recommendations on staff care issues that could be applied on an Agency-wide scale that are currently under review by senior management. The DCHA Staff Care Working Group was established in February 2008 to be a leader and advocate for staff wellness in the bureau and to provide information, assistance, and support for all DCHA staff in the field and in Washington.

To better coordinate and integrate existing programs with potential new efforts, USAID is exploring establishing an Agency-wide task force to address staff wellness issues, including work/family balance. In addition to developing immediate actions to address employee needs, the task force would develop longer-term actions for consideration by the incoming Administrator. One of the goals of the task force would be that actions taken result in higher staff morale and an improved perception that the agency is headed in the right direction in terms of these issues.

b. Improving Evaluation Mechanisms

For a number of USAID programs, the Administrator's Survey serves as the primary vehicle for employees to provide direct feedback to senior management of staff care needs and evaluate existing programs. However, in 2008, only 400 employees (or approximately 5% of agency staff) responded to the Staff Care portion of the survey. In addition, as the first of its kind, the staff care questionnaire was not necessarily targeted towards those issues of greatest concern to employees. In addition to issues identified above, responses indicated that employees were not always aware of programs that the Agency offers or how to take advantage of them.

USAID is currently exploring ways to improve how the Agency communicates information on the work-life programs and services that it offers employees, both in Washington and in the field. The Agency is also exploring ways to improve how it evaluates and solicits feedback on these programs. A comprehensive, real-time approach to assessing staff needs and communicating information will significantly

enhance the Agency's ability to address staff concerns and demonstrate the Agency's commitment to supporting a healthy balance between work and life.

3. Recommendations for Programs Which Improve the Lives of Women and Girls Worldwide

a. Deepening Gender Integration

USAID is now in the process of revising its policies for a more comprehensive approach to gender integration throughout the Agency's work, thereby demonstrating a high degree of Agency commitment to gender issues and women. The new policy will require gender analysis at the strategic planning levels so that gender issues inform all planning from the very beginning. Changes are also being made to policies regarding Agency solicitations (i.e. Requests for Proposals and Requests for Applications), which will broaden integration of gender into all technical evaluation criteria to have a more robust response to identified gender issues. This new policy will be in effect September 2009 and will reinvigorate Agency staff's awareness of the need to integrate gender issues into their work.

USAID is currently exploring ways to deepen our efforts at integrating gender in all development programs. For example, the WID office has developed a "Gender Integration Workshop" which can be hosted at field missions abroad. These workshops provide opportunities for USAID and its partners from the region to share experiences and strengthen understandings of gender analysis in the context of USAID's development efforts. Workshop topics can range from indicator development to donor coordination to the gender dimensions of climate change. Providing this comprehensive technical assistance to more missions would improve USAID's ability to enhance our support for women and girls worldwide.

Furthermore, to scale up and accelerate gender-sensitive programs for girls and women, adequate staffing and gender expertise is needed in-country and at headquarters in regional and pillar bureaus. Increased human and financial resources at HQ and in the field will strengthen the ability of USAID staff to design, manage, implement and evaluate such interventions; implement Agency gender policies; and accurately account for gender activities. In the health sector, staffing should reflect the breadth and goals of the Global Health Initiative, including USAID's management and oversight of significant amounts of funding under the PEPFAR reauthorization.

b. Scaling Up Diplomatic Engagement

USAID will benefit from diplomatic engagement at the highest levels on the importance of addressing the range of needs of women and girls in development. This is the first time in eight years that there has been both White House and Congressional support for family planning, as well as a Secretary of State who is passionate about women's issues and gender equity. USAID wishes to maximize on this support to ensure that a clear message is given to ambassadors, mission directors, and other USG staff, on the need to communicate, dialogue and act on these priorities with host country counterparts.

c. Addressing Women’s needs in the Context of Gender Equity

While recognizing the importance of meeting the needs of women and girls, effective programs should take into consideration the roles that boys and men play in facilitating the achievement of development outcomes for themselves, their partners and families. In the context of the Global Health Initiative, explicit attention should be paid to the health needs and behaviors of men and boys, and interventions should engage them as partners in gender-equitable development.

d. Improving Monitoring and Evaluation Mechanisms

Reporting an exact dollar amount of U.S. foreign assistance that is directly invested for gender remains a challenge within the Agency. The current reporting system does not generate sufficiently reliable information due to either the double-counting of some programs or the range in ability of reporting offices and field missions to accurately pro-rate the amount of gender-related funding in any given project. The system does not take into account the complexities that arise in quantifying funding for gender. For example, using the number of women and girls targeted in a project is not necessarily a meaningful indicator of gender integration. Women and girls may all receive services or be targeted in development sectors (e.g., health, education, economic growth), but that does not automatically mean that gender inequalities are being addressed in a systemic, transformative and sustainable manner. The current reporting system could be strengthened by having more detailed guidance for each technical sector that would help staff be more accurate and complete in their reporting. Once the reporting system is improved, the Agency needs to explore better mechanisms to evaluate the data and ensure that any resulting analysis is used to improve programming design or address shortcomings. In addition, concerted efforts are needed to develop appropriate indicators to monitor and evaluate the effectiveness of programs in all sectors that aim to improve women’s and girls’ well-being.