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Gender at USAID

Office of Gender Equality and Women's
Empowerment

November 2015



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GENDER ROLES/IDENTITY





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Learning Objectives

Understand what Gender Equality/Integration is and why it is important

Understand USAID approach to Gender Integration

- Gender in Policy/Strategy
- Gender in Gender Analysis
- Gender in Programming





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Operationalizing the GE/FE Policy and ADS 205

GOAL: “to improve the lives of citizens around the world by advancing equality between females and males, and empowering women and girls to participate fully in and benefit from the development of their societies.”



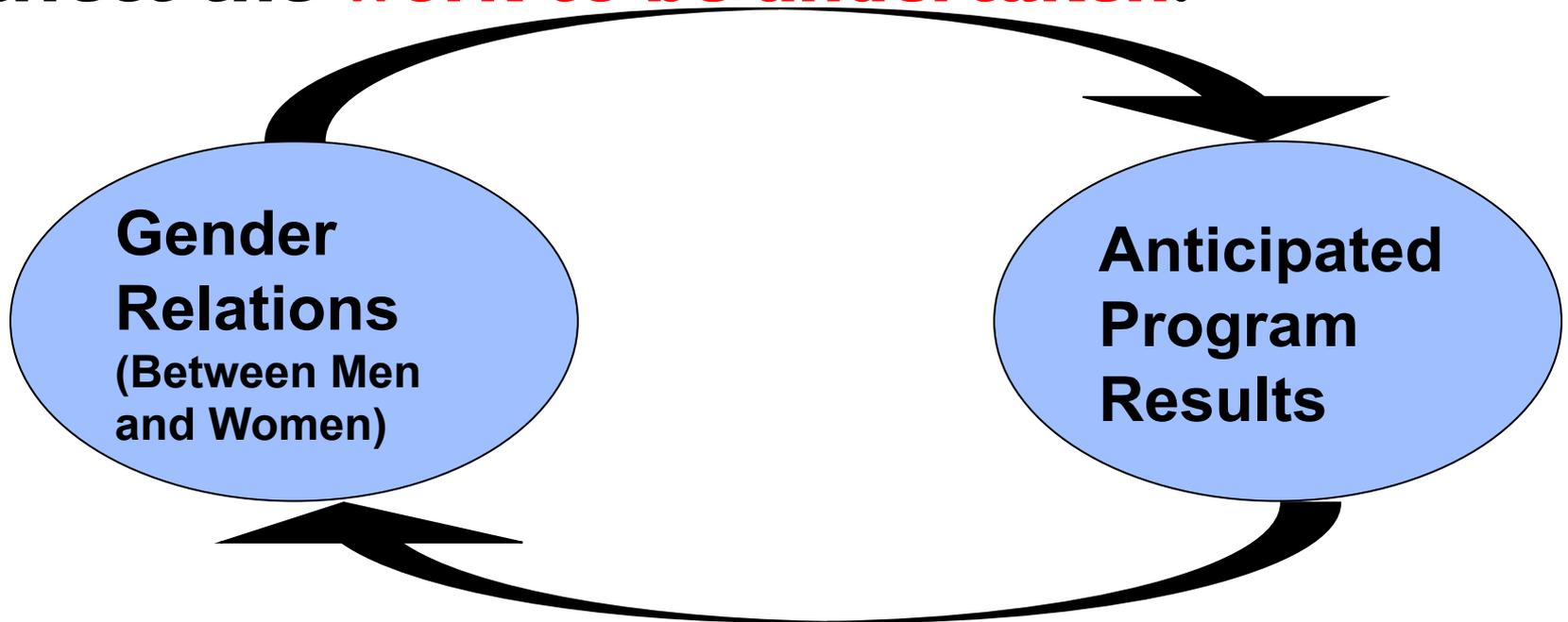
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USAID Gender Policy: 3 Overarching Outcomes

1. Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities, and services – economic, social, political, and cultural.
- 2. Reduce gender--based violence and mitigate its harmful effects on individuals and communities, so that all people can live healthy and productive lives.**
3. Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision--making in households, communities, and societies.



How will different roles and status of women and men within the community, political sphere, workplace and household affect the work to be undertaken?



How will anticipated results of the work affect women and men differently ?



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What Makes ADS 205 Different?

- Emphasis on everyone's roles in integrating gender throughout the program cycle
- Much more detailed and operational
- Provides guidance on how to do gender analysis (GA) and effective integration of GA findings into strategies, projects, performance monitoring and evaluations
- Includes illustrative questions for project teams to ask while drafting various components of solicitation documents



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ADS 205: Integrating Gender Equality and Female Empowerment in USAID's Program Cycle

- What is Gender Analysis?
- Gender Integration in the Program Cycle
- Gender Analysis in the CDCS Process
- Gender Analysis in Project Design
- Gender Integration in Solicitations
- Monitoring, Evaluation and Learning
- Gender Integration in OPs and PPRs

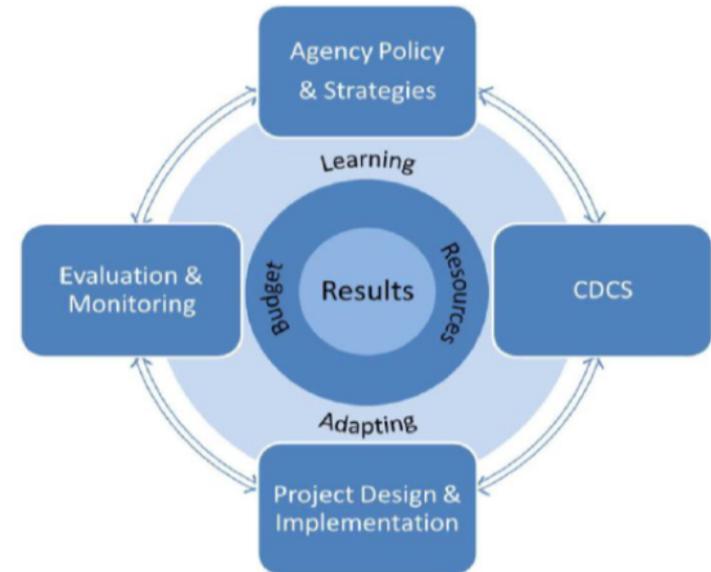


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Key Components of ADS 205

Gender Analysis Mandatory for

- CDCS/RDCS
- Project Design (PAD)



Findings from Gender Analysis Integrated into

- Solicitations
- Monitoring, Evaluation, and Learning Plans
- Operational Plans and Performance Plans and Reports



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New USAID Approach

No one gender analysis framework has been adopted as the USAID standard approach.

Gender Analysis (GA) should:

- **Include descriptive statistics** on the status of males and females, ideally disaggregated by other demographic variables
- **Must include** as many of the **5 domains** as possible



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A gender analysis is mandatory for:

CDCS

- Must provide country and sector-level quantitative and qualitative information on key gender gaps

Project Design

- Should provide insights about key gender gaps and needs for increased gender equality related to each of the activities that will eventually be implemented under this PAD.

Activity Design

- **If** the PAD includes disparate activities and the gender analysis is too broad or framed at too high a level to be useful for designing subordinate activities, a targeted gender analysis must be conducted.



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Gender analysis is an analytical tool used to identify and understand gaps between males and females, and the relevance of gender norms and power relations in a specific context.

- Examines different roles and rights as well as relations between males and females
- Identifies inequalities and their root causes
- Examines differing needs, constraints, and opportunities for women/girls and men/boys
- Determines how identified gaps or inequalities could be addressed
- Identifies potential adverse impacts or gender-based exclusion in planned projects



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Gender Analysis Domains

1. Laws, Policies, Regulations and Institutional Practices
2. Access to and Control over Assets and Resources (including income, employment, and assets such as land)
3. Gender Roles, Responsibilities and Time Use
4. Cultural Norms and Beliefs
5. Patterns of Power and Decision-making



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ADS 205: Gender Analysis Domains

- Descriptive Statistics
- Laws, Policies, Regulations and Institutional Practices
- Cultural Norms and Beliefs
- Gender Roles, Responsibilities and Time Used
- Access to and Control over Assets and Resources
- Patterns of Power and Decision Making



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Existing Policies

- USAID Gender Equality and Female Empowerment Policy
- U.S. National Strategy to Prevent and Respond to Gender Based Violence Globally
- National Action Plan on Women, Peace, and Security
- USAID Counter- Trafficking in Persons Policy
- U.S. Vision to End Child Marriage and Meet the Needs of Married Children
- USAID' s Disability Policy Paper
- Presidential Memorandum on International Initiatives to Advance the Human Rights of Lesbian, Gay, Bisexual, and Transgender Persons; and USAID' s LGBT Vision for Action



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Policy Reviews for 2015

- GEFEE Policy
 - PADS & CDCSSs
 - OP Attributions, PPR Key Indicator Use
 - Key informant interviews, surveys, site visit
- US GBV Strategy
 - PPR Key Issue Data Analysis
 - Stakeholder interviews/meetings, surveys
- NAP
 - Stakeholder Interviews, site visits



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Thank you!
Questions?