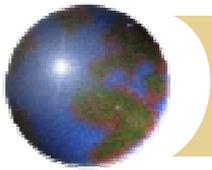




# *Gender Mainstreaming and Integration: A Workshop for USAID/Benin Staff*

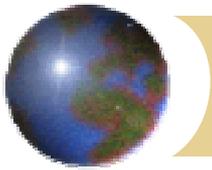
Presented by:

Denise Beaulieu and Patricia Delaney,  
WIDTech Consultants



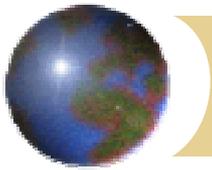
# *Training Needs Assessment*

- ⊕ Limited Experience with and Training in Gender
- ⊕ Broad Interest in Range of Training Themes
- ⊕ Cross-Cutting Interest in “Promoting Females” and “Women’s Rights”
- ⊕ Request for Success Stories



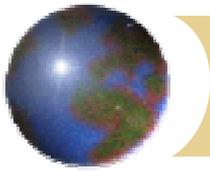
# *Top Requests for Training*

- ✦ **Gender Issues in Projects**
- ✦ Gender Analysis
- ✦ Sectoral Analysis
- ✦ Participatory Methods
- ✦ Professional Development



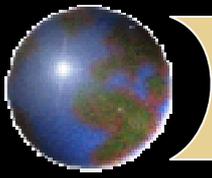
## *Purpose of the Workshop*

- ✿ To enhance the technical skills of the USAID/Benin team in:
  - ❏ how to identify and address gender in program sectors;
  - ❏ how to identify and develop cross-cutting synergies as they relate to gender;
  - ❏ how to monitor and report on performance in achieving gender results.



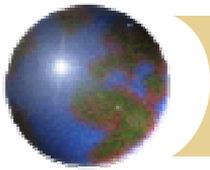
# *Day 1 : Gender Issues in Development*

- ✦ By the end of the day, participants will:
  - ▣ Have a common understanding of USAID's view of gender;
  - ▣ Have a shared familiarity with the key gender concepts and tools;
  - ▣ Be able to use the main gender analysis tools.



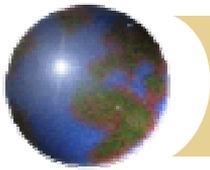
# *Day 2: Incorporating Gender into the Development Cycle*





## *Day 3: Monitoring, Reporting, and Creating Synergies*

- ✪ By the end of the day participants will:
  - ▣ Be able to develop and incorporate gender-sensitive indicators;
  - ▣ Review initial strategy to ensure that findings of new gender analyses are reflected at the activity level;
  - ▣ Have identified the key issues influencing the implementation of the Gender Strategy.



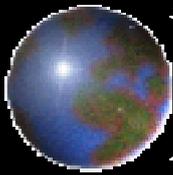
# *Women's Contribution to Development*

## **Women:**

- ✿ Provide 70-80% of healthcare in developing countries
- ✿ Grow 80% of food consumed domestically in parts of Africa and at least 50% of export crops
- ✿ Earn 40-60% of household income if home production is valued
- ✿ Constitute 30% of the paid labour force in developing countries.

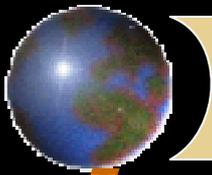
And ...

- ✿ Represent 60% of the world's poor
- ✿ Perform 60% of world's work and earn just 10 % of the world's income
- ✿ Own only 1% of the world's land



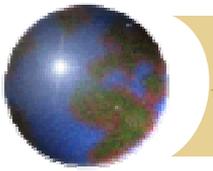
# *Gender Issues in Benin*





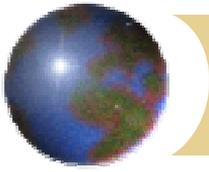
# *Improving women's access to social services & decision-making structures*





# *Icebreaker: Gender Stereotypes*

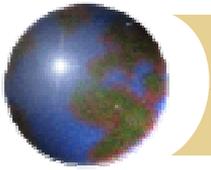




# *Basic Concepts*

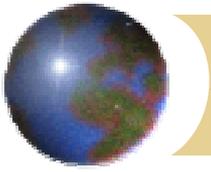
- ✦ Sex Versus Gender
- ✦ Gender Equality
- ✦ Gender Integration
- ✦ Gender Mainstreaming
- ✦ Gender Analysis
- ✦ Gender Perspective
- ✦ Gender Roles and Identity





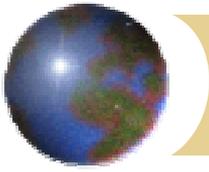
## *Sex versus Gender*

- ✦ sex refers to **universal biological differences** between males and females,
- ✦ gender refers to “**the economic, social, political and cultural attributes and opportunities** associated with being male and female.”



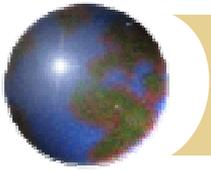
# *Gender Equality*

- ✦ Gender equality **permits women and men equal enjoyment** of human rights, socially valued goods, opportunities, resources, and of the benefits from development results.



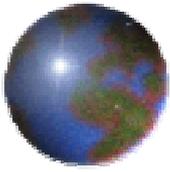
# *Gender Integration*

- ✦ Gender Integration means **taking account of both the differences and the inequalities between men and women** in program planning, implementing, and assessing.



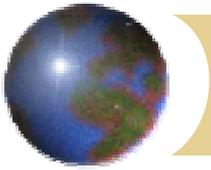
# *Gender Mainstreaming*

- ✦ Gender Mainstreaming is the term used in the Platform for Action adopted by the 1995 Fourth World Conference on Women in Beijing, to designate the **methods and institutional arrangements** for achieving gender equality.



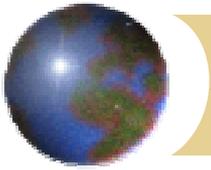
# *Gender Analysis*

- ✦ Gender analysis refers to the **socio-economic methodologies** that identify and interpret the consequences of gender differences and relations for achieving development objectives.



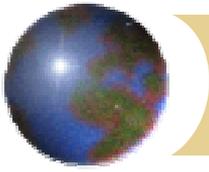
# *Gender Perspective*

- ✦ A Gender Perspective is a **theoretical and methodological approach** that permits us to recognize and analyze identities, viewpoints and relations between women and women, women and men and men and men.



## *Gender Roles and Identities*

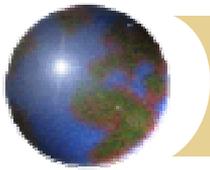
- ✦ Gender roles and identities **vary among cultures and change over time.** Men and women often differ in the activities they undertake, in access and control of resources, in participation in decision-making, and in the power they have to manage their lives.



# *Basic Concepts*

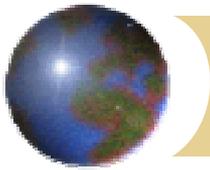
- ✦ Sex Versus Gender
- ✦ Gender Equality
- ✦ Gender Integration
- ✦ Gender Mainstreaming
- ✦ Gender Analysis
- ✦ Gender Perspective
- ✦ Gender Roles and Identity





# *From WID to GAD : Evolution of Theories & Practices*

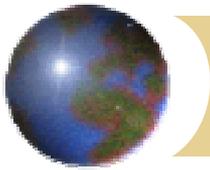
Women in Development (1970s – 1980s)	Gender and Development (1990s and beyond)
<ul style="list-style-type: none"><li>❖ Analysis focuses on women only</li><li>❖ Policies, programs and projects focus on « women's only » projects and on women's participation.</li></ul>	<ul style="list-style-type: none"><li>❖ Analysis focuses on gender division of labour, roles and relations</li><li>❖ Policies, programs and projects aim at reducing gender inequalities.</li></ul>



# *Evolution of GAD at USAID*

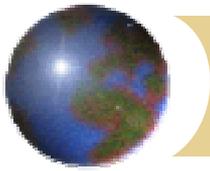


- ❖ WID Office - 1974
- ❖ AID Women in Development Policy Paper - 1982
- ❖ Gender Plan of Action – 1996
- ❖ Automative Directive System - 1999



# *Gender Plan of Action*

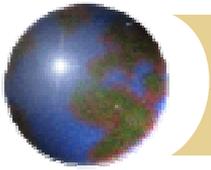
- ✦ Modified Strategic Framework
- ✦ Improved Data Collection and Analysis
- ✦ Revision of Personnel Policies
- ✦ Enhanced Staff Training and Technical Assistance
- ✦ New Guidelines for Grantees and Contractors



# *USAID's Commitment to Advancing Gender Equality*

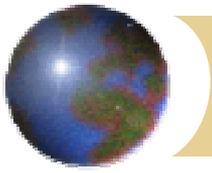
**“Our efforts to achieve long-lasting growth will only succeed if our resources empower women as well as men to seize opportunities and make a difference for themselves, their families and their communities.”**

**J. BRIAN ATWOOD, Former USAID Administrator, Commitment to Action: Meeting the Challenge of ICPD**



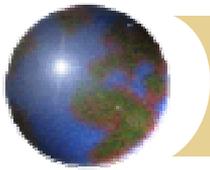
# *USAID/Benin Gender Program*

- ✦ Gender Assessment and Strategy
- ✦ Gender Committee
- ✦ Mission WID Advocate
- ✦ Mission Order
- ✦ Capacity Building
- ✦ Action Plan



# *Gender Analysis Exercise*

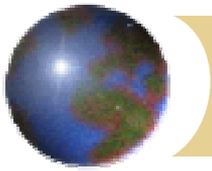




# *New ADS Requirements for Gender Considerations in Program Design*

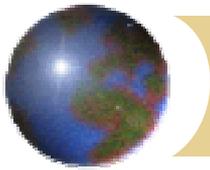
The Automated Directive System (ADS) of USAID now require SO Teams to incorporate gender considerations into:

- ✦ **Technical Analyses**
- ✦ **Performance Management Systems at the SO and IR levels**
- ✦ **Activity Approval Documents**



# *USAID/Benin Mission Order Incorporating Gender*

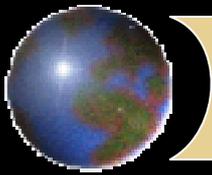
- ✦ Strategic Plans
- ✦ Annual Reports
- ✦ Activity Identification and Design
- ✦ Proposal Solicitation and Selection
- ✦ Assessments and Evaluations



# *Skills and Tools to Apply the Mission Order*

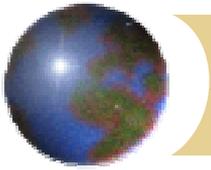


- ✚ Gender Analysis
- ✚ Data Collection
- ✚ Data Analysis
- ✚ Program & Activity Design
- ✚ Activity Planning and Approval
- ✚ Gender Sensitive Indicators



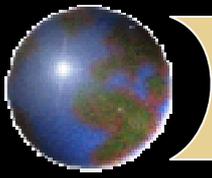
# *Day 2: Incorporating Gender into the Development Cycle*





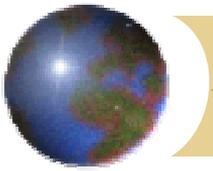
# *Stakeholder Analysis*

- ✦ The analytical process through which different partners, customers, participants, interest groups, and others that might be advocates or opponents of the project are considered.



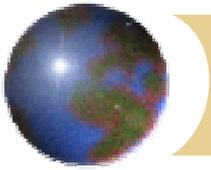
# *Gender Analysis at SO and Project Levels*





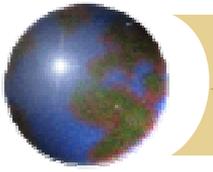
# *Step 1: Gender Analysis at SO and Project Levels*



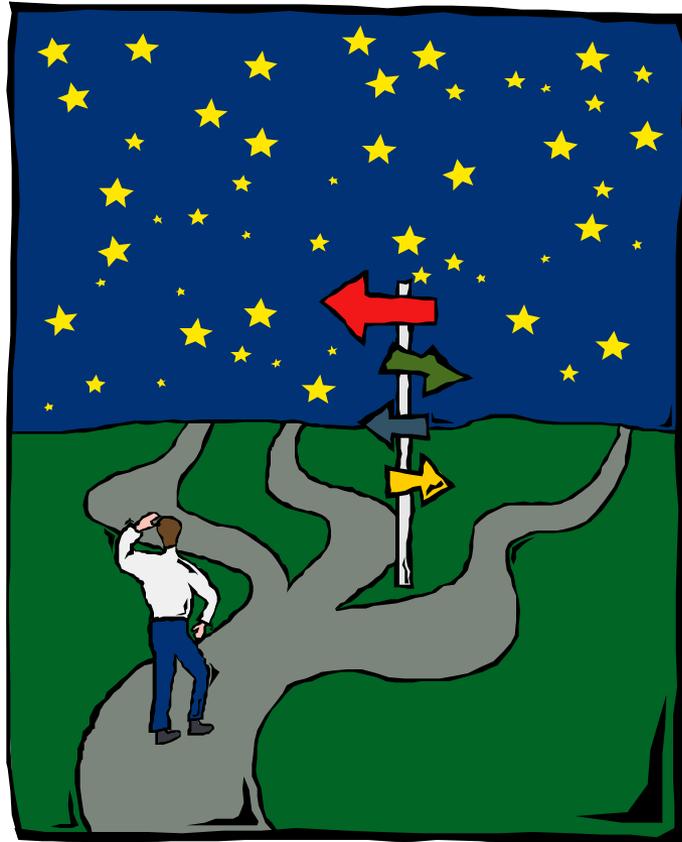


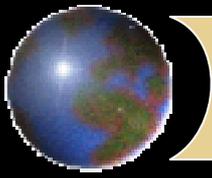
# *Data Collection*

- ⊕ WHAT do you need to know?
- ⊕ WHERE can you find existing data?
- ⊕ HOW can you fill gaps?
  - ⊞ Qualitative & Quantitative Methods
  - ⊞ Seek participatory methods
  - ⊞ Avoid bias – cultural, urban, “expert”
  - ⊞ Consider comfort level of respondents



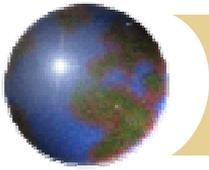
# *Sample Methodology #1: Daily Activity Diagram*





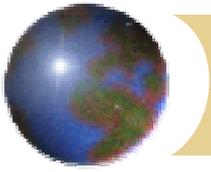
# *Sample Methodology #2: Focus Groups*





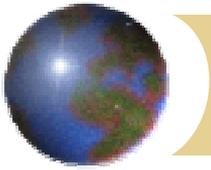
# *Step 2: Data Collection Exercise*





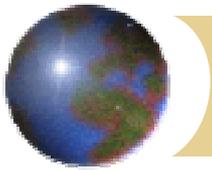
# *Data Analysis*

- ⊕ Patterns and Trends
- ⊕ WHAT is happening?
- ⊕ Data Triangulation
- ⊕ Judgement
- ⊕ Interpretation
- ⊕ WHY is it happening?



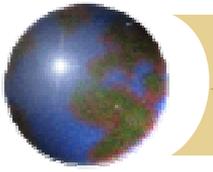
## *Step 3: Data Analysis Exercise*

- ✦ Answer Key Questions in ADS:
  - ▣ How will gender relations affect the achievement of the results?
  - ▣ How will the results affect the relative status of women?



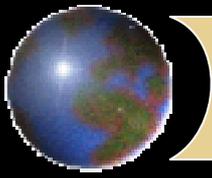
# *Design Results to Address Key Gender Issues*

- ✦ Consider developing Intermediate Results that specifically address gender-based constraints in achieving strategic objectives
- ✦ Carefully consider the feasibility of proposed changes



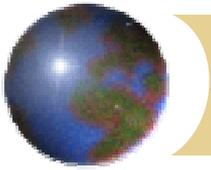
# *Step 4: Results Design Exercise*





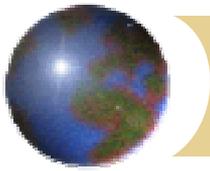
# *PMP: Indicators*



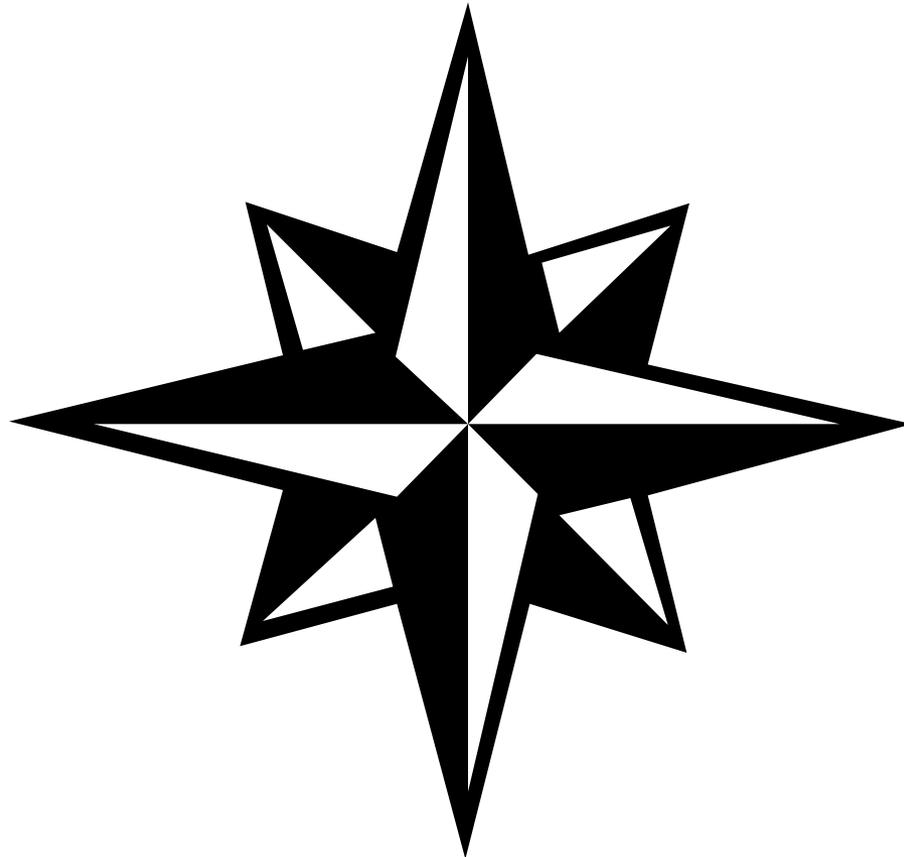


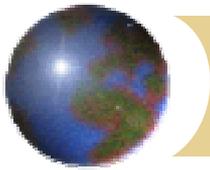
# *PMP: Data Management Plan*

- ✦ Sex-Disaggregated Data
- ✦ Baseline Data
- ✦ Qualitative and Quantitative Data Management
- ✦ Plan for Using Data as a Management Tool (Partners, USAID, beneficiaries)
- ✦ Data Analysis Plan



# *Step 5: Designing Gender Sensitive Indicators Exercise*



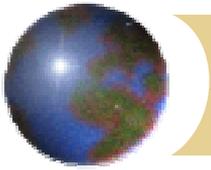


## *Pre-Obligation Requirements: (ADS 201.3.6.3)*

- ✦ Activity Approval Documents must include a gender statement
- ✦ This gender statement must be incorporated into the competitive RFA, RFP, or APS

OR

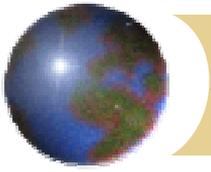
- ✦ Brief rationale for not including gender
- ✦ Contract/Agreement officer works with the SO Team to ensure that this is reflected in the technical evaluation criteria.



# *Gender Statement*

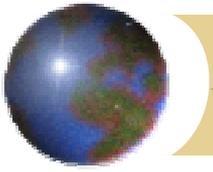
## Address 2 Basic Questions:

- ❑ Are women and men involved or effected differently by the context or the work to be undertaken?
- ❑ If so, is this difference significant for managing towards sustainable program impact?

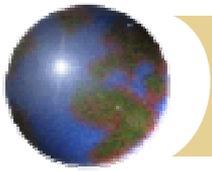


## *Illustrative Evaluation Criteria*

- ✦ Program Implementation and Evaluation
- ✦ Institutional Capacity
- ✦ Staff Qualifications

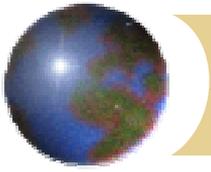


# *Step 6: Activity Approval Exercise*



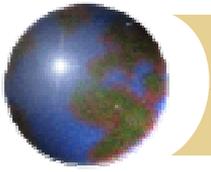
# *Final Exercise: Mainstreaming Gender In SO Team Work*





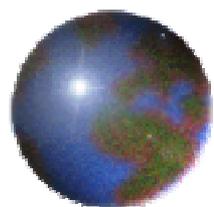
# *Cross-Cutting Synergies*





# *Next Steps for Gender Mainstreaming @ USAID/Benin*

- ✦ Force Field Analysis
- ✦ Brainstorming for Constraints, Enabling Factors and Next Steps



# *Gender Mainstreaming and Integration: A Workshop for USAID/Benin Staff*

Conclusions, Evaluations, and  
Wrap-Up