AQUAFISH ORIENTATION AND
PRE-SYNTHESIS MEETING:
USAID GENDER INTEGRATION

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Sex or Gender?

Technical Terms

Sex: Refers to the biological differences between males and females

Gender: Refers to a set of qualities and behaviors expected from males and females by society

Sex or Gender?

Does the following statement relate to Sex or Gender?

XX or XY chromosomes
Sex or Gender?

Does the following statement relate to Sex or Gender?

Males are stronger than Females

Sex or Gender?

Does the following statement relate to Sex or Gender?

Women are better parents than Men

Why Consider Gender?

Men and women have different access to development programs and are affected differently by USAID activities. USAID seeks to understand these differences, 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.

From USAID's Automated Directives System (ADS)
Gender integration means taking into account both the differences and inequalities between men and women in program planning, implementation and evaluation.

Equality means that males and females have equal rights, freedoms, conditions, and opportunities for realizing their full potential and for contributing to and benefiting from economic, social, cultural, and political development. It means society values males and females equally for their similarities and differences and the diverse roles they play. It signifies the long-term outcomes that result from gender equity strategies and processes.

Equity strategies refer to the processes used to achieve gender equality. Equity involves fairness in representation, participation, and benefits afforded to males and females. The goal is that both groups have a fair chance of having their needs met and that they have equal access to opportunities for realizing their full potential as human beings.
Equity and Equality

Equity is the means,
Equality is the result!

Equitable vs. Equal

A Note of Caution:
Equitable = Fair
Equal = Same

Key Questions

• How will gender relations affect the achievement of sustainable results? and
• How will proposed results affect the relative status of men and women?

From USAID’s ADS
Key Questions

- Are women and men involved or affected differently by the context or work to be undertaken?

- If so, would this difference be an important factor in managing for sustainable program impact?

From USAID's ADS

Performance Indicators

- Disaggregate performance information by sex.

- Policy changes often affect men and women differently, and implementers should look for unexpected effects that may need to be addressed.

From USAID's ADS

Conclusion

Why is Gender Integration Important to USAID?

Designing programs to reduce inequalities improves program outcomes and enhances sustainability.
Technical Note 5. Checklists and Promising Approaches for Incorporating Gender in the Major Sectors

This note presents checklists of issues to address in designing gender-inclusive programs and projects in agriculture, education, health and violence, transport, water supply and sanitation, and micro-enterprise development. Pointers are also included on promising approaches to mainstreaming gender in each of these sectors. The Note draws heavily on the Sectoral Reference Guides prepared by the World Bank Latin America Gender Team which is available online at www.worldbank.org/lacgender

1. Agriculture

Checklist of issues:

- What are the differences in the food and cash crops grown by men and women?
- How do men's and women's distinctive roles in agriculture and livestock production contribute to development goals, such as improvement of household nutrition and welfare and internal and external growth of the agriculture and livestock sector?
- How have new investments and growth in agriculture and livestock production affected men's and women's labor supply and earnings?
- What agricultural technology services are available to male and female farmers? Do these services consider gender-differentiated roles and corollary agricultural technology needs in agriculture? Are information and advice on agricultural technology targeting the right gender?
- Do women and men work jointly or separately in agriculture and livestock production? What are the implications of these patterns for the type of agricultural technology services they require?
- Are men and women organized to increase their agricultural productivity and if so, how are they organized? What are the implications of men's and women's different forms of organization for providing agricultural technology services to them?
- What different constraints do women and men face in using services—for example, conflicts with other activities such as domestic chores? How could services be provided to take into account these gender constraints—for example, timing and location of services and mechanisms for transmitting information?
- How would targeting of agricultural technology services to either men or women affect their productivity, earnings, and family welfare? How would that, in turn, alter decision-making and expenditure patterns in the household?

Land and Property Rights

- Are there gender differences in the constraints to land ownership?
- What is the relationship between men's and women's land ownership and agricultural production and productivity by gender?
- What is the interaction with land markets? What are the gender-differentiated barriers to participating in credit programs as they relate to land? Have provisions been made to allow spouses of household heads to use titles for credit purposes?
- How has land affected household bargaining power, intrahousehold resource allocation, and corollary household welfare?
• How have land programs affected men and women differently? What is the resulting impact on the household in bargaining power and household welfare and security? What are the implications for designing future land programs?

Promising approaches:

• Strengthening the decision-making role of women farmers by working through traditional women’s organizations—for example, in Nigeria.

• Reforming land laws to remove discrimination against women and to permit women to use property as collateral for loans, for example, in Tanzania. Experience has shown that these laws require rigorous implementation to raise legal literacy and to ensure that women’s rights can be enforced.

• Micro-credit programs are an effective instrument for opening up new economic opportunities for women, but they need to be complemented by supporting extension and marketing services.

• Improving access to rural transport for farmers of either gender is an important way to remove a major constraint to the sale of agricultural produce.