



SAMPLE 1

INTEGRATING WEEGE INTO A CDCS GENDER ANALYSIS



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This sample document includes excerpts from a gender analysis. The excerpts present findings and recommendations from the report, illustrating how a women’s economic empowerment and gender equality (WEEGE) lens is applied in a crosscutting manner. The findings are presented in two different formats: organized by Automated Directives System (ADS) 205 domains, and organized by USAID sector. Each sector-specific finding is paired with concrete and actionable recommendations that can be used to inform USAID’s work.

Purpose

The goal of this country-level gender analysis integrating WEEGE is to identify gender-specific advances, inequalities, constraints and opportunities, and to offer conclusions and recommendations to inform the 2020-2024 country development cooperation strategy (CDCS). The analysis will address WEEGE in all the mission’s priority sectors.

Excerpts of WEEGE Findings by ADS 205 Domains

Gender roles, responsibilities, and time use

Women and men have different roles in the market and household economies. For example, women primarily are responsible for labor- and time-intensive domestic tasks such as providing water, collecting firewood and caring for family members. They also are relied upon for performing activities that increase the value of land (such as planting, cultivating, reaping and processing food crops). Yet they frequently do not have the decision-making power that comes with land ownership. Given these factors, women are unable to carry out the “third shift”¹ in public or political life because of a lack of time and resources. Women who do participate in public or civic life typically take on unpaid or volunteer positions that compete with their informal and formal work demands.

Access to and control over assets and resources

Gender-unequal land tenure, ownership and inheritance rights have a domino effect on women’s productivity and economic well-being. Though quantitative data is limited, qualitative data gathered through several focus group discussions highlighted that land disputes are a primary reason that women bring cases before informal dispute mechanisms and village courts. Most of these cases involve women who are in consensual unions or polygamous marriages, or illegitimate daughters who are being denied their land inheritance rights by family members including brothers, deceased spouse’s father and other family members.

¹ Roles and responsibilities that are outside of paid work and unpaid domestic or care work.



Patterns of power and decision-making

There has been marked improvement in women's access to national leadership positions, including women holding a record-breaking 64 percent of seats in Parliament, 42 percent of cabinet positions, 32 percent of seats in the Senate and 50 percent of judgeships. Unfortunately, women have been less visible at the provincial, district and village levels, where women's interests are not well represented.

Women are underrepresented in the private sector, and in such public sector positions such as higher education, the police force and the armed forces. Changing mindsets outside of urban centers has been slow, especially with regard to entrenched social norms regarding women's roles and responsibilities outside the home.

Excerpts of WEEGE Findings and Recommendations, by Sector

Democracy, human rights and governance

SAMPLE WEEGE RESEARCH QUESTIONS INCLUDED IN METHODOLOGY

- » *To what extent are women versus men able to exercise their voices in decisions made by public, private and civil society organizations, both individually and collectively?*
- » *To what extent do laws, policies, regulations and institutional practices contain explicit gender and other social biases?*

Finding: Barriers to fair dispute resolution. Access to unbiased forums for resolving land disputes continues to be a challenge for many women, often dissuading them from claiming their rights. Although women generally experience fair hearings in land disputes at the administrative levels, they can encounter less than fair treatment at the village level, where they must first bring their case to be heard. A review of secondary data as well as focus group discussions revealed that other family members or village residents can influence village-level arbiters. A woman who attempts to bring her case to the authorities before bringing it to her family can face punitive actions, including physical violence. For an informally married woman, rights to property are particularly vulnerable.

Recommendation: Promote women's recruitment, training and election as local authorities at the village level. For women and girls to receive fair hearings for their land dispute cases, local dispute resolution mechanisms must engage women across all functions. It is necessary to train women to serve in positions at the local level beyond gender focal points and social affairs representatives, and it is critical to train both men and women in leadership positions on gendered legal frameworks, and to support attitude change to mitigate gender biases that can emerge in dispute resolution.



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USAID/Sayora Khalimova

Economic growth and trade

SAMPLE WEEGE RESEARCH QUESTIONS INCLUDED IN METHODOLOGY

- » *At what levels in the value chain do women hold leadership positions, and what has the impact been on economic empowerment opportunities for women?*
- » *How many women versus men have access to a formal marketplace to buy and sell goods?*

Finding: Women farmers are mostly engaged in subsistence agriculture, with little engagement in cash crops.

Despite efforts to transform agriculture, farming systems are still centered predominantly around subsistence production. According to the 2015 Demographic and Health Survey, 76 percent of women are employed in agriculture, compared with 77 percent in 2010. Older women are more likely to work in agriculture than younger women: 87 percent of those aged 45–49, and 72 percent of those aged 15–19. As to be expected, the data show that the proportion of women working in agriculture is higher in rural areas (87 percent) than in urban areas (23 percent). Although women are perceived as capable decision-makers, they largely are relegated to raising crops for domestic (household) consumption. Men generally assume responsibility and decision-making for cash crops and the sale of agricultural products. The question of how to spend income from cash crops was cited within focus groups as a source of spousal conflict, including domestic violence.

Recommendation: Prioritize gender-sensitive approaches within programming focused on improving agricultural productivity.

USAID should prioritize programming aligned with increasing agricultural productivity for women, particularly moving beyond subsistence farming. Programming focused on moving women beyond subsistence farming might improve both household income and household nutrition outcomes. Interventions should emphasize access to new agricultural technologies beyond extension services, and include orientation to post-harvest technologies.



Finding: Informal cross-border trade (ICBT) represents huge untapped economic potential. Despite significant progress toward regional integration, cross-border trade remains underdeveloped. A study found that in the Great Lakes Region, most traders involved in ICBT are women (74 percent). It is estimated that 90 percent of these women traders rely on cross-border trade as their only source of income. Facilitating ICBT and supporting small-scale cross-border traders can support women's economic empowerment, which can in turn lead to broader social transformation.

Recommendation: Integrate ICBT more widely into economic growth programming. Supporting and formalizing ICBT and increasing the value of traders' businesses could contribute to growth and development in the country. For small-scale cross-border trade to have a more direct and positive impact on women's economic empowerment, programming must tackle the challenges related to informal cross-border trade, working to create an equitable and gender-inclusive border environment.



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