



SAMPLE 1

INTEGRATING WEEGE INTO A PROJECT- LEVEL GENDER ANALYSIS



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This sample document includes excerpts from a gender analysis. The excerpts illustrate different ways that women's economic empowerment and gender equality (WEEGE) can be included in a project-level gender analysis. 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 actionable recommendations that can be used to inform USAID's work.

Purpose

The goal of this project-level gender analysis integrating WEEGE is to identify gender-specific advances, inequalities, constraints and opportunities within the environment and global climate change sector, and to offer conclusions and recommendations to inform the mission's Project Development Document (PDD).

Excerpts of WEEGE Findings by ADS 205 Domains

Gender roles, responsibilities, and time use

Due to the traditional division of labor, women have primary responsibility for critical activities such as domestic work, household management and care activities (for children and the elderly), spending several hours a day carrying out such unpaid work. In addition, women working outside the home are most often employed in lower-level occupations with lower wages, usually associated with occupational segregation and informal employment. Men are considered responsible for income-generating activities and for managing household resources. As a result of conflict, displacement and migration, however, the number of female-headed households has increased. Even while women's traditional caretaker roles have expanded, mothers and grandmothers have become responsible for providing economic support for themselves and their children.

Access to and control over assets and resources

In practice, rural women are much less likely to have documented and registered titles, either for individual property or as joint marital property. Stakeholder interviews revealed that many government officials responsible for land restitution and land-titling programs were unaware of (or uninterested in complying with) the requirement that titles must be issued to, and reference, both the man and the woman. In addition, gender gaps reinforced by social norms may exclude women from the intergenerational transfer of property. Women can face challenges and lose their assets if they are not married or have not legalized a de facto marital union. Fulfilling unmet needs for land titling is a complex and costly endeavor, even more so for indigenous populations, whose holdings are larger in size and have more stakeholders involved. Other economic interests, such as those from gold-mining companies, also may be a factor.



Excerpts of WEEGE Findings and Recommendations, by Sector

Natural resource management: Land

SAMPLE WEEGE RESEARCH QUESTIONS INCLUDED IN METHODOLOGY

- » *Are there differences in women's and men's access to natural resources held at the national level?*
- » *Do policies exist to encourage or require women's membership and leadership in natural resource management committees?*

Finding: Lack of access to land poses unique challenges for women in accessing opportunities for livelihoods. Challenges with land tenure constrain women in achieving greater economic empowerment. Lack of access to land—which underpins the rights to all other natural resources and is a key asset for securing productive inputs—can force women into vulnerable situations and expose them to greater physical and livelihood risk while also impacting community welfare. At the same time, conflict often leads women and men to adopt coping strategies that challenge traditional gender norms. To meet the needs of their households and compensate for the loss of revenue due to the absence of male family members (whether away fighting or killed in conflict), women may assume new roles by taking up alternative income-generating activities or moving into traditionally male sectors. Leveraging these shifts in economic roles can remove barriers to women's empowerment and enhance women's productivity in sectors that may be critical to economic revitalization.

Recommendation: Provide enhanced and continued support for land titling and restitution for women. Within the project portfolio, interventions should formalize land tenure and prioritize efforts that support women securing land rights through community sensitization and public engagement. For example, interventions should work with women and men at various levels of influence: women and their households, customary leaders and those responsible for governance of land and land administration systems. Under the PDD, programming should prioritize supporting women's organizations and groups to participate in the formulation of land policy and land reforms. Support could include financial investments, dialogue with government agencies and providing a space for civil society to meet with government representatives. Additionally, efforts should provide important tools to local and traditional leaders, government officials and others with decision-making power over land distribution and management, to better enable them to protect women's rights to land and to preserve any rights women have had in a community-tenure system.



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Natural Resource Management: Gold

SAMPLE WEEGE RESEARCH QUESTION INCLUDED IN METHODOLOGY

» *How are women's roles and contributions to natural resource management valued or undervalued in different sectors?*

Finding: Increased employment opportunities in gold mining have not generated equitable returns for women or indigenous populations.

Gold mining has increased by 300 percent since 2016; illegal or informal mining is a growing challenge, partly because the requirements for legal registration are complex and expensive. According to a census of mining activities conducted in 2011, gold mining generated 49,889 jobs: illegal mining provided 39,824 (80 percent) of these jobs, while legal mining contributed just 10,065 jobs (20 percent). Informal mining includes small mines that have not (yet) formalized their activities, as well as artisanal mining by individuals called gold panners. The majority of panners are women (estimated at 60 percent), and many belong to indigenous populations. Artisanal gold miners or panners, who operate without rights over the land and minerals, often are at risk of being evicted or invaded.



The mines are mainly owned by men. The few women mine owners are usually widows. Few women work directly as employees in mining activities. Among women who are employees, many are cooks and are exposed to constant sexual assault and harassment by male mine workers. Gender-based violence (GBV) is a serious problem in mining-area communities.

Existing legislation and institutional arrangements do not differentiate or accommodate different types of small-scale mining. Artisanal mining is a last resort for the poor, as it does not require much investment, but the work is dangerous and those who engage in it are vulnerable. Male and female miners spend many hours in the rivers, and women work in small groups and bring their children with them.

Recommendation: Address women’s role in artisanal gold mining as an environmental issue and a high-risk livelihood activity.

The PDD should promote economic alternatives as well as policy improvements in relation to gold mining; support the creation of organizations for artisanal miners with women in leadership positions and that promote training, technical assistance and organizational strengthening; improve conditions and opportunities for women employees within mining companies; and provide support to address the claims of indigenous women who have authority over land but not over its mineral resources. In developing interventions, address GBV, women’s workload and positive masculinity. Opportunities also should be identified to promote women’s role in the management of environmental resources, given the link between use and access to natural resources for livelihoods activities.



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