MICROLINKS

Resources for Implementers: The WEAI Intervention Guide and the Gender Integration Framework

June 21, 2016

Speakers: Lindsey Jones-Renaud, *ACDI/VOCA*

Krista Jacobs, *USAID*

Moderator: Jenn Williamson, *ACDI/VOCA*

Agenda

- Overview of the Gender Integration Framework (GIF) and Women's Empowerment in Agriculture Index (WEAI)
- "Re-introduction" to the WEAI Guide
- Moderated Questions to Presenters
- Open Q&A

Jenn Williamson
ACDI/VOCA

Jenn Williamson is Director of Gender Mainstreaming and Women's Empowerment at ACDI/VOCA, managing the gender and behavior change unit in the Technical Learning and Application division. She oversees strategic gender equity initiatives, including the adoption and implementation of ACDI/VOCA's policy for promoting gender equity, trainings, workshops, gender analyses, and assessments for international programs funded by agencies and foundations including USAID, the Bill and Melinda Gates Foundation, and the World Bank. Dr. Williamson is also the learning coordinator for the Women's Economic Empowerment component of the USAID-funded Leveraging Economic Opportunities (LEO) project.

Krista Jacobs
USAID

Krista Jacobs is a Gender Advisor at the Bureau for Food Security and a development economist whose work focuses on gender, food security and assets. Current and recent work includes advising agricultural projects on gender integration, program evaluation, developing methods to measure women's and men's land and asset rights, building gender capacity of community-based programs, and building the monitoring and evaluation capacity of local civil-society organizations. Her work has focused in East and West Africa. Dr. Jacobs holds a PhD in Agricultural and Resource Economics from the University of California, Davis.

Lindsey Jones-Renaud
ACDI/VOCA

Lindsey Jones-Renaud is an advisor on gender mainstreaming and women's empowerment with ACDI/VOCA and co-author of the Intervention Guide for the Women's Empowerment in Agriculture Index. She has more than 10 years of experience in international development, women's empowerment, gender mainstreaming, youth development, community advocacy, training, facilitation, research, and program management. Lindsey is also the co-founder of a monthly Twitter chat, Gender Happy Hour (#GenderHH), where she co-hosts virtual discussions about a range of topics related to gender equality in the US and around the globe. Follow Lindsey on Twitter at @LindseyJonesR.

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Gender Integration Framework (GIF)

Krista Jacobs, USAID/BFS
June 21, 2016
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GENDER INTEGRATION FRAMEWORK (GIF)

We will discuss

- What is the GIF?
- How activities, projects, missions can use the GIF

TELLING & CREATING OUR STORY

Training in ag processing

50 women, 5 men

Credit access

10,000 total
women? #men?

WASH

???

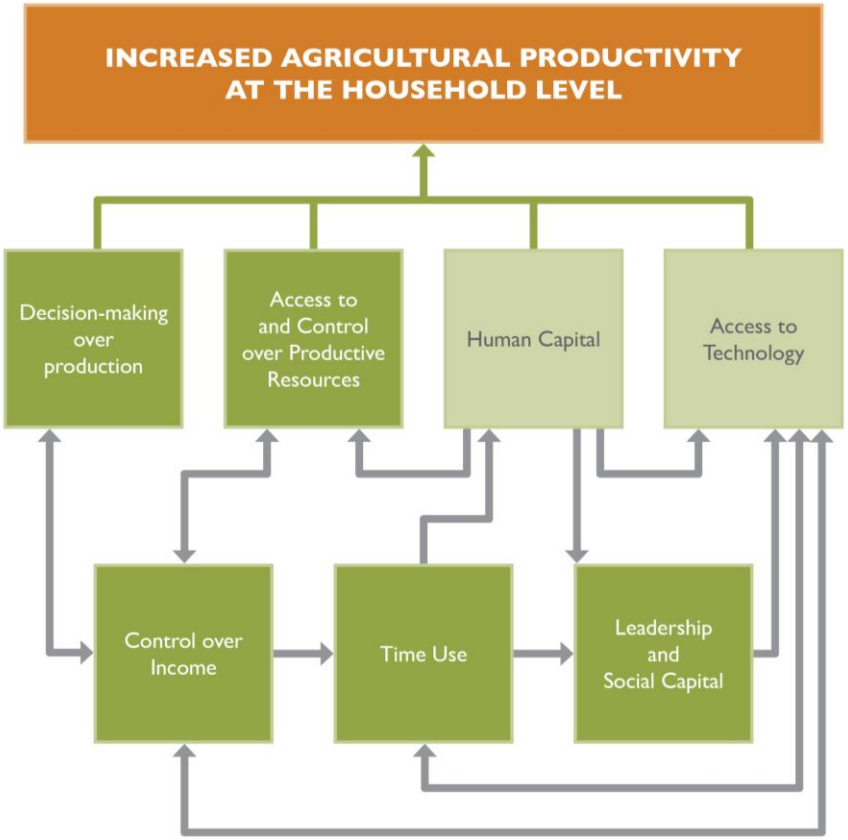
Men in care & nutrition

500 men

Land access

30 women

BACKGROUND:
WOMEN'S EMPOWERMENT & AGRICULTURAL PRODUCTIVITY



NOTE: WEAI domains are indicated in the darker green boxes.

THE GENDER INTEGRATION FRAMEWORK (GIF) – WHAT IT DOES

- Focuses on the 7 domains of women's empowerment in agriculture.
  - The Women's Empowerment in Agriculture Index (WEAI) measures 5 of the 7 domains in the GIF.

- Is a conversation guide to examine and prioritize:
  - The current status of different domains of empowerment
  - What activities exist in programming
  - What activities are needed in programming
  - What activities to do going forward
  - How to measure progress

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GENDER INTEGRATION FRAMEWORK

	Problem/Constraint to Address	Desired Outcome	Definition of Outcome	How is the problem/constraint relevant in your context? Please explain and provide evidence. Is the problem/constraint of high, medium, or low relevance?	What activities are you implementing or planning that address this problem? How do they address it?	How could you modify current activities to better address the issues around this topic?	What new activities could be designed to address issues around this topic and how would they address it?	Activities' Specific Contributions to Desired Outcome	What indicators do/will you use to measure the success of activities in terms of this outcome?	Checks
1	(We)men do not have equal or adequate power or input into household or community decision-making processes related to agriculture(at any stage of agricultural value chains, are excluded for decision-making processes, or make decisions based on external pressures.	Increased decision-making power in agricultural processes.	Beneficiaries engage in decision-making processes related to agriculture within the home or community, either solely or jointly. Beneficiaries have increased autonomy in relation to productive activity.							Does the activity strive to ...? How? • Promote or enable (we)men's decision-making? • Promote or enable (we)men's autonomy? Do indicators measure (we)men's: • Roles in making decisions about agriculture and/or agriculture-related businesses?
2	(We)men do not have equal or adequate control over, ownership of, or access to resources related to agriculture.	Increased control over productive resources.	Beneficiaries increase their ownership, access to, and decision-making power over productive resources.							Does the activity strive to ...? How? • Increase (we)men's access to, power over, or use of assets? • Increase (we)men's decision-making power over the purchase, sale, or transfer of assets? • Increase (we)men's access to and decision-making power over credit, loans, or other financial services? Do indicators measure (we)men's: • Ownership of assets • Purchase, sale, transfer of assets • Access to and decisions on credit • Area of land cultivated
3	(We)men do not have equal or adequate control over the use of income. (We)men are not engaged satisfactorily in household decisions around how to use income.	Increased control over the use of income.	Beneficiaries increase their ownership, access to, and decision-making power over productive resources.							Does the activity strive to ...? How? • Increase (we)men's access to and control over income? • Improve employment opportunities for (we)men? Do indicators measure (we)men's: • Control over use of income • Gross margin from agriculture-related activities • Income or changes in income
4	(We)men do not have strong social networks, have few social and economic opportunities because they lack strong social relationships outside the household, or are not connected with or through groups organizations. (We)men) are rarely involved in positions of leadership within their communities.	Increased social capital and leadership in the community.	Beneficiaries have increased social capital, improved social networks, and increased voice/agency within their communities.							Does the activity strive to ...? How? • Increase (we)men's access to groups and opportunities to be a group member? • Increase (we)mens associational and leadership capabilities? • Support (we)men's organizations or increase their size or longevity? Do indicators measure (we)men's: • Group membership • Comfort with or practice of speaking in public • Jobs created with USG assistance • Organizations receiving USG assistance, disaggregated by women/ml
5	(We)men have an overly burdensome workload that hinders them from having a healthy work/leisure balance, negatively affects the well-being of their household, and keeps them from accessing other opportunities which could help advance their socially and economically.	Increased social capital and leadership in the community.	Beneficiaries are more able to allocate their time as desired to productive and domestic tasks, leisure activities, increasing human capital and goal setting.							Does the activity strive to ...? How? • Decrease the amount of time the (we)men engage in work activities? • Increase amount of time available for desired activities, leisure and personal goals? Do indicators measure (we)men's: • Workload • Satisfaction with time allocation
6	We(men) have low or inadequate skill/knowledge levels in activities that are economically profitable or socially beneficial.	Increased human capital.	Beneficiaries increase their technical skills and knowledge in activities that can improve their economic or social situation.							Does the activity strive to ...? How? • Create training/learning opportunities that are well-accessible to (we)men and relevant to (we)men's interests? • Offer (we)men opportunities to improve their skills and knowledge through degree-seeking programs or long-term training programs? Do indicators measure: • Number of women & men receiving short-term training • Number of women & men receiving long-term training • Knowledge gained and applied by (we)men
7	(We)men do not have adequate access to important technologies that can improve their economic productivity or we(men) do not use or apply beneficial technologies or practices for some reason.	Increased access to and use of technologies.	Beneficiaries have more and better opportunities to access technologies and are making use of them in their economic/agricultural practices.							Does the activity strive to ...? How? • Increase (we)men's access to productive technologies? • Increase (we)men's application of technologies? Do indicators measure: • Number of farmers applying new technologies and management practices (sex disaggregated)

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Problem/Constraint to Address	Desired Outcome	Definition of Outcome
(Wo)men do not have equal or adequate power or input into household or community decision-making processes related to agriculture/at any stage of agricultural value chains, are excluded for decision-making processes, or make decisions based on external pressures.	Increased Decision-making Power in Agricultural Processes	Beneficiaries engage in decision-making processes related to agriculture within the home or community, either solely or jointly. Beneficiaries have increased autonomy in relation to productive activity
(Wo)men do not have equal or adequate control over, ownership of, or access to resources related to agriculture	Increased Control over Productive Resources	Beneficiaries increase their ownership, access to, and decisionmaking power over productive resources
(Wo)men do not have equal or adequate control over the use of income. (Wo)men are not engaged satisfactorily in household decisions around how to use income.	Increased Control over the Use of Income	Beneficiaries increase their control over the use of income and have adequate control over and are engaged in decisions about the use of income within their household.
(Wo)men do not have strong social networks, have few social and economic opportunities because they lack strong social relationships outside the household, or are not connected with or through groups organizations. Wo(men) are rarely involved in positions of leadership within their communities.	Increased social capital and leadership in the community	Beneficiaries have increased social capital, improved social networks, and increased voice/agency within their communities.
(Wo)men have an overly burdensome workload that hinders them from having a healthy work/leisure balance, negatively affects the well-being of their household, and keeps them from accessing other opportunities which could help advance them socially and economically.	Improved Time Use/ Decreased Time Poverty	Beneficiaries are more able to allocate their time as desired to productive and domestic tasks, leisure activities, increasing human capital and goal setting
Wo(men) have low or inadequate skill/knowledge levels in activities that are economically profitable or socially beneficial.	Increased human capital	Beneficiaries increase their technical skills and knowledge in activities that can improve their economic or social situation.
(Wo)men do not have adequate access to important technologies that can improve their economic productivity or wo(men) do not use or apply beneficial technologies or practices for some reason.	Increased access to and use of technologies	Beneficiaries have more and better opportunities to access technologies and are making use of them in their economic/agricultural practices.

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Is this problem or constraint relevant in your specific context? Y/N, Please explain and provide evidence.	What activities are you implementing or planning that address this problem? How do they address it?	How could you modify current activities to better address the issues around this topic?	What new activities could be designed to address issues around this topic and how would they address it?	Activities' Specific Contributions to Desired Outcome	What indicators do/will you use to measure the success of activities in terms of this outcome?	Checks
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GENDER INTEGRATION FRAMEWORK

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WAYS TO USE THE GIF

- Document/Make a narrative of what your programs do regarding gender integration and women's empowerment
- Missions/Activities articulate and measure progress along a theory of change to advance gender equality and women's empowerment in GIF domains
- Prioritize gendered issues and approaches
- Guide for a gender analysis or program design
- Create an action plan & modify an activity's work plans to incorporate efforts to advance gender equality women's empowerment in GIF domains

GOING FORWARD WITH THE GIF

Start the conversation → "talk amongst yourselves" → reach out! → Repeat

- Excel version of GIF posted with *this webinar's* materials
  - Blank GIF, stylized Bangladesh example GIF, facilitative questions
- 2014 WEAI/GIF webinar using earlier GIF version (https://agrilinks.org/events/increasing-feed-future-impacts-through-targeted-gender-integration)
- WEAI Intervention Guide
- Training of trainers for USAID Mission staff to introduce GIF and facilitate GIF conversation
  - March 2016 – 12 missions represented!!
  - Next TOT (October 2016?)
- Contact bfsgender@usaid.gov or your Gender Advisor/POC if you are in a USAID Mission and want to learn more

THANK YOU

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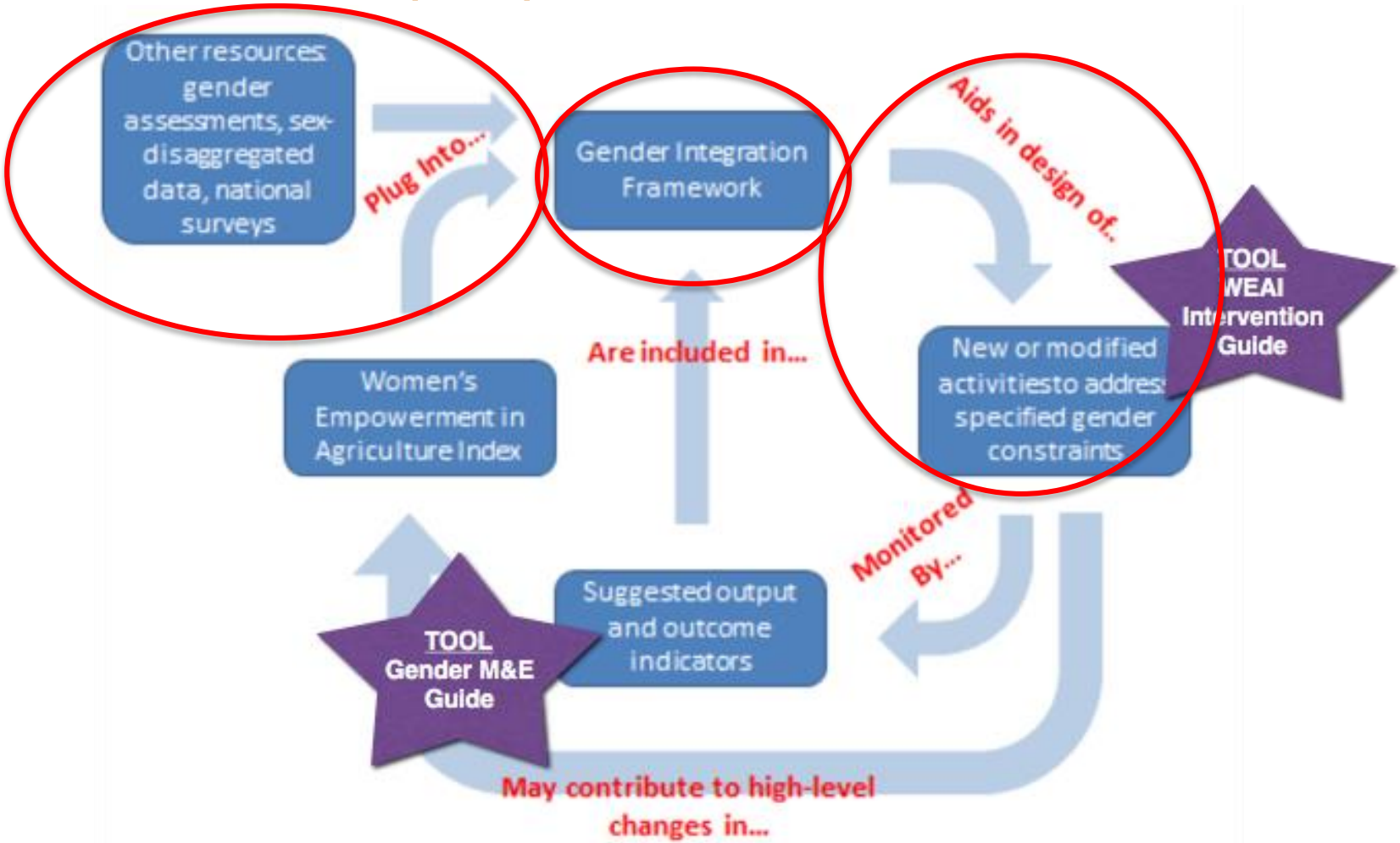
www.feedthefuture.gov

QUESTIONS?

THE GENDER INTEGRATION FRAMEWORK (GIF) – WHERE IT SITS



WHAT IS EMPOWERMENT?

Similar to Kabeer (2001), we define empowerment as:

The expansion of people's ability to make strategic life choices within their households and their communities, particularly in contexts where this ability has been limited.

WHAT IS EMPOWERMENT IN AGRICULTURE?

A person who:

- Has the resources and opportunity to engage in agricultural activities that are productive
- Has a role in deciding how to engage in agricultural management decisions
- Receives and controls the benefits and returns from their efforts in agriculture

What is your favorite case study or story from the Guide?

Have any projects or Missions used the GIF or WEAI Guide?

Where should a staff member or program manager begin?

Where can I find the WEAI Guide?

Questions and Answers

MORE THAN MICRO

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Contact: koplanick@usaid.gov

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