

# LESSONS LEARNED: The Impact of Gender Integration in Local Capacity Building



## **PRESENTERS:**

Giselle Aris, Land O'Lakes International Development  
Sylvia Luchini, International Real Property Foundation  
Aaron Mitich, Institute of International Education

## **FACILITATOR:**

Dr. Kathleen Barnett

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# The VEGA Alliance: 23 Members



# PRESENTERS



**Position:**  
Managing Director



Ms. Sylvia Luchini has helped real estate markets organize and strengthen in Azerbaijan, Bosnia, Georgia, India, Kenya, Rwanda, South Africa, Uganda, Ukraine, and Vietnam. Through her work, she spearheads partnerships with local actors to strengthen their capacity to integrate gender into their policies and activities - especially in providing access to women's property rights. Ms. Luchini brings to IRPF more than 14 years of experience working with credit unions and social services, both domestically and internationally. She has provided technical advice in the areas of market assessments and program monitoring and evaluation as a consultant to the World Council of Credit Unions. From 1989 to 1996, Luchini managed credit union development programs in Latin America and advocated for women in development issues.



# PRESENTERS



Giselle Aris, Land O'Lakes

**Position:**

Senior Technical Adviser for Enterprise Development, Technology and Gender

Ms. Giselle Aris is Senior Technical Advisor for Enterprise Development, Technology and Gender for Land O'Lakes International Development. She began her work with Land O'Lakes in Tanzania, with the USDA-funded Tanzania Dairy Development Project (TDDP). As part of her work with TDDP, she designed and carried out an intervention strategy for selecting 60 input supply businesses, building their capacity, and linking them to smallholder farmers. Core components of this strategy included building the capacity of women-managed agribusinesses, and facilitating the entry of women into previously wholly male-dominated vocations in the agriculture sector. Prior to joining Land O'Lakes, Ms. Aris worked in the social enterprise sector in India and with the United Nations Department of Economic and Social Affairs, Women's Campaign International, and the U.S. Department of State Africa Bureau. She holds a master's degree in International Development from the University of Oxford and a bachelor's degree in African Studies from the University of Pennsylvania.



# PRESENTERS



**Position:**

Senior Program Officer for the Emerging Markets Development Advisers Program (EMDAP)

Mr. Aaron Mitich is the Senior Program Officer for the Emerging Markets Development Advisers Program (EMDAP). EMDAP is a cooperative activity between the Institute of International Education (IIE) and USAID to place graduate and postgraduate fellows into economic development projects overseas. He is responsible for outreach to USAID missions and implementing partners, day-to-day management and oversight of all EMDAP fellows, candidate recruitment and placement, training and orientation, assignment monitoring and evaluation, cross-cultural counseling, and re-entry into the U.S. for networking job opportunities. Prior to his EMDAP assignment at IIE, Mr. Mitich administered capacity building programs for professionals from the development world with IIE's Hubert H. Humphrey Fellowship program. Mr. Mitich has a M.A. in International Communication from Macquarie University in Sydney, Australia and a B.A. in Communications from the University of Wisconsin - Milwaukee.

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# FACILITATOR

Dr. Kathleen Barnett is a consultant in gender and economic development. She has worked on gender assessments of economic and trade projects, policy reports, program design and management, technical assistance and training, and strategic business development in countries around the world, including USAID projects in Bulgaria, Egypt, Guinea-Bissau, Mozambique, South Africa, and Indonesia. She has also worked for the African Development Bank in Tunisia, the United Nations Economic Commission for Africa (UNECA) in Ethiopia, Burkina Faso and Liberia, and the World Bank in Brazil. Her current area of research interest is the pathway from women's economic empowerment to reductions in domestic violence and civil conflict. Previously Dr. Barnett was senior vice president at the International Center for Research on Women (ICRW) for eight years. She holds a Ph.D. in Economics and an M.P.A. in Public Finance, both from New York University. She is fluent in Portuguese and conversant in Spanish and French.



# International Real Property Foundation (IRPF)

*To help create viable, transparent, and equitable real estate markets anchored to private property rights worldwide, which are essential for strong democracies and developing economies*



# IRPF's Success

## Goal:

Create viable real estate markets, anchored to private property rights

## Outcomes of IRPF Programs:

85 self-sustaining trade associations representing over 200,000 real estate professionals worldwide

## Comprehensive Approach:

- Technical assistance as guidance
- Targeted financial support
- Clear exit strategy





# IRPF and AREA - Uganda

The International Real Property Foundation (IRPF) was approached in 2008 by the Association of Real Estate Agents for Uganda (AREA-Uganda) for help in professionalizing the real estate markets in Uganda.

## **Innovation:**

Uganda Real Estate Conference: focus on training and knowledge-sharing for women, an AREA Women's Committee, and expanding women's membership

## **Impact:**

- Women's Entrepreneurial opportunities;
- Capacity development for AREA – Uganda in gender
- Increased visibility and impact for AREA in real estate policy
- Increased private sector strengthening

## **Lessons Learned:**

- Importance of partner-driven capacity development
- High-level and continuous interaction
- An organizational commitment to gender integration within the technical advising organization



*Uganda Real Estate Conference*



# International Real Property Foundation (IRPF)

- Focused on LCD since 1992
- LCD for associations of real estate brokers, real property appraisers and managers
- Professionalism and transparency

## Impact:

- 85+ associations strengthened, serving
- 200,000 professionals (mostly MSEs)
- 20+ countries received full IRPF approach

**IRPF's field-tested LCD approach has produced cost-effective, sustainable results** for service provider associations in Europe, Asia, Africa, and Latin America.



# Tanzania Dairy Development Project (TDDP)



**98% OF RURAL  
WOMEN IN  
TANZANIA'S  
WORKFORCE  
ARE ENGAGED  
IN AGRICULTURE**

GISELLE ARIS



**LAND O'LAKES, INC.**  
INTERNATIONAL DEVELOPMENT  
*Innovative Solutions for Global Prosperity*



# Tanzania Dairy Development Project (TDDP)



# Tanzania Dairy Development Project (TDDP)

## WOMEN AS AI TECHNICIANS



PUNCTUALITY  
FOLLOW-UP VISITS  
RAPPORT  
CUSTOMER RETENTION



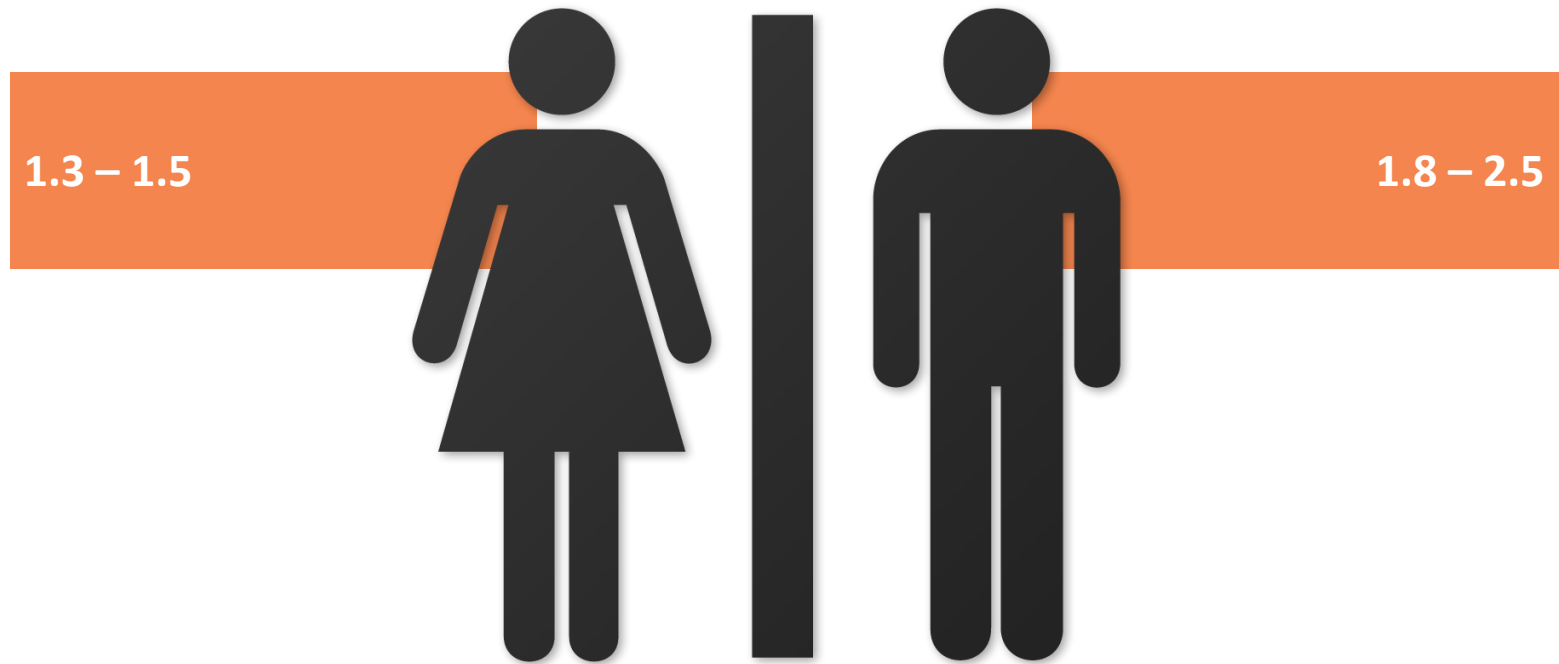
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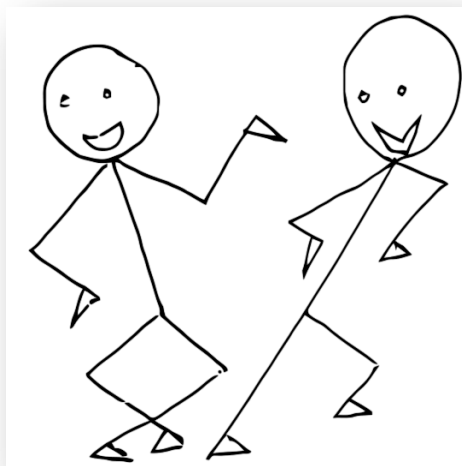


# Tanzania Dairy Development Project (TDDP)

Did you know women achieve higher positive AI pregnancy rates?



# Tanzania Dairy Development Project (TDDP)





**SET A PACE  
FOR SUCCESS**



# IIE and EMDAP - Jordan

Institute for International Education (IIE) through EMDAP assigns volunteer advisers to local business and civil society groups to provide technical assistance for capacity development and sustainability.

## **Innovation:**

Assigned advisers specifically to women's associations, successfully contributing to the sustainable capacity of organizations supporting women's economic and entrepreneurial activity

## **Impact:**

- Strengthened support for women's economic and entrepreneurial activity

## **Lessons Learned:**

- Enormous potential through EMDAP to meet USAID economic development and women's empowerment goals simultaneously
- Importance of creating M&E indicators to capture the impact of capacity development on gender work of the host organization



*Francisco Hernandez (right), EMDAP advisor to the Jordan National Forum for Women*

# THANK YOU FOR JOINING US!



## SHARE FEEDBACK

### **Presenters/Facilitator:**

[Giselle Aris](#)

[Sylvia Luchini](#)

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### **Contact VEGA:**

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