



A USAID Feed the Future Initiative

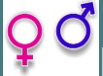
Ghana Agricultural Development and Value Chain Enhancement (ADVANCE) Project

A GUIDE TO GENDER MAINSTREAMING



In Consortium With :





Introduction

This guide is a resource for ADVANCE Ghana staff as they integrate gender analysis into their technical program activities with value chain actors in Ghana's agricultural sector. ADVANCE uses a gender mainstreaming approach to ensure that gender analysis is built into project activities from the start. The guide provides a brief overview of how gender mainstreaming is integrated into ADVANCE activities and offers some practical tools that staff can use to include gender analysis in the design, implementation, monitoring and evaluation of their activities. It also demonstrates how gender-related limitations experienced by value-chain actors can be resolved, and how project activities can be made equally accessible to men and women.

A gender assessment conducted for the ADVANCE project in July 2010 found that men and women are involved in a variety of different activities depending on which of the project's six value chains they work in. Gender and gender roles determine the commodity engaged in by either men or women and their specific tasks. Women, and in some instances men, are often prevented from benefiting to the full extent possible from their value chain activities. In order to foster greater gender equity, and to ensure that the value chain actors we work with are given equal opportunities, the ADVANCE team has taken on a commitment to mainstream gender in all our activities. This approach will allow us to work more effectively with value chain actors and to better report on gender indicators.



Gender is Key to Smart Development and Empowering People

Women and Men Central to Economic Growth in Emerging Markets

ACDI/VOCA works to empower farmers, workers, entrepreneurs, communities and individuals—both women and men—to succeed in the global economy. We do this by investing in people’s skills and knowledge, and finding ways to expand their access to resources and assets so they have more choices and opportunities.

We are committed to gender equity in all aspects of our programs and operations. Because many countries have socially ingrained gender inequities, we often must focus specific attention and resources on ensuring that women are fully able to engage in development activities and benefits.

We have also learned through more than 45 years of experience that using gender approaches and analysis is part of doing “smart” development. Gender approaches and tools allow us to bring an awareness of gender issues to our program design, implementation, and monitoring and evaluation activities.

The result: Our programs and interventions get better, more sustainable results toward fighting poverty and ending hunger.

Community-Driven Gender Approaches

“Gender” refers to the roles, responsibilities, attributes and power relations that are socially constructed by and assigned to men and women of a given society or community. These constructs vary greatly by culture, geographic region, socioeconomic status and context, and they change over time.

Because of gender’s localized nature, ACDI/VOCA prioritizes the engagement and leadership of local partners, stakeholders and beneficiaries in developing, implementing and evaluating gender approaches. We also support local initiatives that promote gender equity.

Women Key to Economic Growth

Women are essential to economic growth in developing countries. Moreover, investments in women often return multiple dividends in terms of helping to improve the well-being of their children, families and communities. Women are central wage earners. Their earnings and productive activities provide vital income to many households. Women also are vital food producers and preparers. Women in developing countries produce between 60 and 80 percent of food crops. Yet women continue to face social barriers and inequities that prevent them from realizing their full economic potential.

Women and Gender Inequities

In both developed and developing countries, women face gender-based inequities that often impede their ability to earn a living and better their lives and those of their families. Women worldwide typically earn less than men for the same work, and their jobs are concentrated in lower paying industries and the informal sector. In addition, family labor is usually unpaid.

Quick Facts:

Rural women produce half of the world’s food and, in developing countries, between 60 percent and 80 percent of food crops.

Source: United Nations

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- Women tend to work longer hours under the double burden of domestic and remunerative labor.
- Women constitute the majority of the world’s agricultural laborers, but receive only a small fraction of the available extension and support services. Women have less access to and control over resources, benefits and opportunities, including land, assets, credit, training and household income.
- Female-headed households are overrepresented among the poor and food insecure, and women and their children are the majority of refugees and displaced populations.
- Women are further disadvantaged economically and socially because they often receive approximately half the years of schooling of men, and have less access to health care services and fewer legal rights.

Results:

“All these enterprising women now see life with real optimism. They feel quite happy about working on their own business and helping their families to improve their income and entire future.”

*Lucia Chocho
Farmer Field School participant
ACDI/VOCA Ecuador*

Gender Includes Men and Boys Too

Men and boys can be disadvantaged due to socially defined gender roles, as is reflected in situations of mass male unemployment or the problematic reintegration of ex-combatants and efforts to control the spread of HIV. Because of this, gender approaches and analyses also strengthen ACDI/VOCA efforts to improve the economic status and well-being of men and boys. Moreover, women’s empowerment cannot be achieved without engaging men in the process.

ACDI/VOCA Leads by Example

ACDI/VOCA promotes the equal participation of women at all levels of our own organization—in headquarters and field offices—through equal access to resources, opportunities and decision-making roles. We encourage all personnel to integrate ACDI/VOCA’s commitment to gender equity into their work.

To facilitate progress toward gender equity, we encourage gender audits and gender awareness trainings in our programs and operations. In line with our core values, we respect diversity, emphasize a participatory culture and promote transparency.

Learn more at www.acdivoca.org/gender-equity



Key Terms

Gender: Social category associated with being a man or woman. It includes economic, social, political, and cultural attributes and opportunities as well as roles and responsibilities. It is defined differently around the world and changes over time.

Sex: Refers to biological characteristics that distinguish males and females. These do not change from one culture to another.

Gender Roles: Behaviors, tasks and responsibilities that are considered men's or women's work because of social and cultural norms and beliefs.

Sex-disaggregated data: The collection of data by physical attributes of males and females.

Gender-disaggregated data: Data derived from sex-disaggregated data on social and economic attributes.

Gender Equality: Refers to men and women having equal opportunities and life chances.

Gender Equity: Refers to a fair distribution of resources and benefits between men and women according to cultural norms and values. Gender Equity is a means to achieve the result of Gender Equality.

Gender-based constraints: Refer to restrictions on men's or women's access to resources or opportunities that are based on their gender roles or responsibilities.

Gender Mainstreaming: Ensuring that the needs, rights and experiences of men and women are taken into account in every project and program and within institutions. Gender mainstreaming means that gender is included in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres.

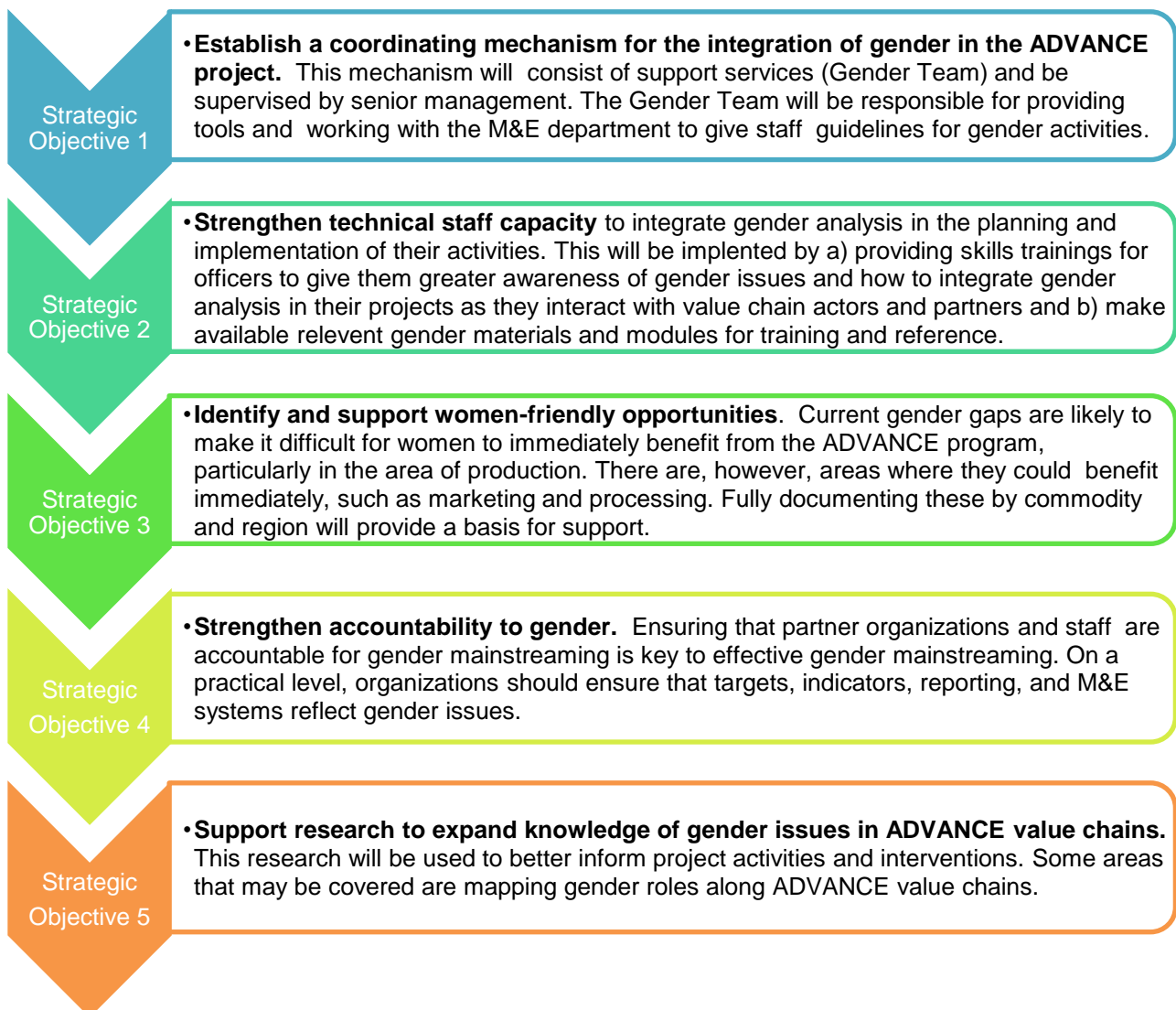
*Gender analysis of **sex-disaggregated data** can be carried out to determine what impact project activities have on gender relations. The result of that analysis is termed **gender-disaggregated data**.*

These concepts are often used interchangeably, although this is technically incorrect.



Gender Mainstreaming at ADVANCE

The overall purpose of the Agricultural Development and Value Chain Enhancement Program is to increase competitiveness in domestic, regional and international markets. A gender study commissioned by ADVANCE in 2010 provided a basis for understanding existing gender-related issues that might affect the ability of the project to reach value chain actors equitably. The report made recommendations for mitigating these issues in order for the project to have maximum impact. Based on these recommendations, it was decided that ADVANCE will use a comprehensive gender mainstreaming approach so that all our stakeholders are given equitable access to what the program has to offer. ADVANCE has made a firm commitment to mainstream gender in all its operations by following the **strategic objectives** outlined below.





Gender-Based Constraints, Suggested Actions and Indicators

Monitoring and Evaluating Gender at ADVANCE

What are Gender-Sensitive Indicators?

An indicator is a pointer that can be a measurement, a number, a fact, an opinion, or a perception that points at a specific condition or situation and measures changes in that condition or situation over time.

Gender-sensitive indicators have the special function of pointing out gender-related changes in society over time. Their usefulness lies in their ability to point to changes in the status of men and women to measure whether gender equity has been achieved. The use of indicators leads to a better understanding of how results can be achieved; using gender-sensitive indicators also feeds into more effective planning and program delivery.

Gender-Sensitive Indicators at ADVANCE

The ADVANCE Performance Measurement Plan (PMP) already tracks gender in several ways. Disaggregation by sex runs through the entire PMP, ensuring a clear understanding of who our stakeholders are and allowing us to track how both women and men are impacted. The PMP also contains gender-specific indicators in two areas where the project supports value chain actors. Staff is tracking the number of women's organizations and associations that are assisted by the project and the number of women who attend short-term agricultural-sector productivity training programs.

Although formal reporting to USAID on gender issues is focused on the areas mentioned above, ADVANCE is further committed to tracking gender indicators across project commodities. In an effort to identify how best to do this, gender-based constraints observed in the actors we work with were collected from field staff. These areas of constraint showed where gender equity interventions can have the most impact in the project and how to best measure and track these activities using indicators. Full details are listed in Table 1.

Table 1: Commodity-Specific Gender-Based Constraints, Suggested Actions and Indicators

Key constraint area	Commodity	Gender-based constraint	Suggested actions to address constraint	M&E indicator
Land	Rice, maize and soybean	Women farmers are often unable to produce crops on a large scale because of small land size.	➤ Raise awareness of the importance of larger land size for women to farm.	➤ Number of women with increased land size
Skills/Education	All commodities	Women rarely hold leadership positions in FBOs because men are perceived to be more skilled.	<ul style="list-style-type: none"> ➤ Community sensitization on the leadership impact that women can and do have. ➤ Skills training for women in areas where they need it. 	➤ Increased number of women in leadership positions
Skills/Education	Rice, soybean and fruits	Women processors do not benefit from the full profitability of their activities because they lack skills in operating machinery at the processing level.	➤ Skills training sessions on the proper use of machinery for both men and women who need it.	<ul style="list-style-type: none"> ➤ Number of women trained in machinery operation. ➤ Number of trained women actually using machinery
Access to Information	All commodities	Women farmers, traders and aggregators often do not benefit from the full profitability of their VC activities because of their limited access to market information (price, cost, market availability, etc.).	<ul style="list-style-type: none"> ➤ Working with radio programs so that they broadcast market information. ➤ Working with communities to find alternative ways of getting market information to those concerned. 	<ul style="list-style-type: none"> ➤ Number of FM stations that have incorporated gender into their programs ➤ Number of women who indicate more access to market information.
Financial Services	All commodities	Women VC actors are unable to access loans to pay for necessities (land, inputs, produce) because they do not have control over assets and collateral needed to secure loans. This handicaps their ability to start or expand their activities.	➤ Work with financial services team to link actors to grant systems and other alternative sources of financing, input services and cost sharing.	➤ Number of women VC actors linked to grant systems and other alternative sources of financing, input services and cost sharing



Checklist for Building Gender Equity into an Activity or Service

Ask yourself...

- Have both men's and women's opinions been sought in forming the objectives of the activity or service?
- How do the activities or services address the needs and concerns of both women and men?
- How will the activity or service include women's participation?
- In what ways will the activities and services benefit women?
- What social, legal and cultural obstacles could prevent women from participating in the activity or receiving the service?
- How will the activity or service affect women's time?
 - Will their workload increase or decrease as a result of the activity?
 - If their workload is decreased, will this lead to loss of income for women?
- Do the technologies introduced by the activity or service require changes in women's work patterns?
 - If yes, are these changes positive or negative?
 - Does the mechanization or technology introduced lead to loss of work or income for women?
- Are you collecting separate data for women and men?





Checklist for Gender Sensitive Data Collection

Quantitative Methods

- Is all individual-level data disaggregated by sex?
- Have sex differences also been incorporated into other disaggregation, such as age group or ethnicity?
- Does your survey sample include a significant representation of women and men?
- Does your data analysis weight responses by sex of respondents?

Qualitative Methods

- Are you including both women and men in your interviews and focus group samples?
- Consider separating men and women for focus groups, especially if you are asking sensitive questions or one group tends to dominate the other in group settings.
- Be creative and think of alternative M&E exercises and sources to capture gender issues.

Analyzing and Reporting Data

- You may have collected sex-disaggregated data, but are you analyzing it and reporting it with sex disaggregated in your reports?
- Remember that **gender-disaggregated data** is the result of gender analysis of **sex-disaggregated data** to determine what impact activities have on gender relations. Have you analyzed the sex-disaggregated data in this way to get gender-disaggregated data?
- Any lack of gender sensitivity in the data should be factored into analysis and disclosed in the reports.





Checklist for Planning a Gender Training

Before the training ask yourself...

- Is the training at a time of day that is generally convenient for both women and men to attend?
- Will the training take place in a location that is accessible to and comfortable for both women and men?
- Is the training using pictures and stories that portray women and men in equally positive ways? (For example, does the training portray both women and men as managers of a business, or does it only portray men as managers and always portray women as employees?)
- Is the training addressing the knowledge gaps of women value chain actors? Be careful that instructors do not assume that all participants have the same knowledge base about the subject matter.

During the training...

- Encourage women to participate in the discussions if they are mostly silent. This can be done by asking them specifically for their input or opinion. Another way to encourage women's participation is to separate participants into smaller groups of women-only and men-only and then bring the group back together to share results of their discussion.
- When doing small group work and presentations with the participants, try to have a gender balance in the groups.
- Ensure that solutions to challenges and examples are realistic and based on the experiences and culture of the community. The most appropriate solutions can often be presented by the participants themselves.
- If possible, consider providing some kind of child care during the training so that women who take care of children are not prevented from attending.





Things to Remember





Annex 1: Gender in Agriculture Bibliography

Compiled by Women Thrive Worldwide

The following bibliography includes 35 tools and resources from the gender advocacy community that represent best practices for gender integration for policymakers and programming practitioners. There are four sections: policy and programming gender information; policy-specific gender information; program-specific gender information; and, lastly, gender analysis, audit, and assessment tools.

POLICY AND PROGRAMMING GENDER MATERIALS

1. ADVANCE Gender Assessment & Workplan for Gender Mainstreaming

2. FAO, Socio-Economic and Gender Analysis Toolkit ([Link](#))

The Socio-Economic and Gender Analysis Toolkit has useful resources/techniques for gender analysis in agricultural sectors. It is a terrific compendium of manuals that includes how to analyze gender from the policy level all the way to program designers and agricultural extension workers. It also includes country-level gender-disaggregated data.

Chapters in the Toolkit:

Agri-Gender Statistics Toolkit ([Link](#))

This toolkit is very useful for gender sensitive data collection, especially at the intra household level, because it looks at sub-plots within agricultural households.

Gender Dimension of Agricultural and Rural Employment: Differentiated Pathways out of Poverty ([Link](#))

This document describes country-level as well as global information on gender in agriculture. It is useful for procuring detailed information on the importance of access to credit, land ownership reform and the need for equal access to inputs, and to be better informed about the role of women in agricultural production and the many solutions to this problem.

3. IFAD, Memory checks for programme and project ([Link](#))

Intended as a support mechanism for design teams and project planners, these documents focus on critical issues relevant to gender and household food security. The documents cover agriculture, livestock, savings/credit, rural enterprise, environment and natural resources, and infrastructure. This resource includes a series of questions in checklist format related to gender and food security. It is also available in French and Spanish.

4. IFAD, “Promoting women’s leadership in farmers’ and rural producers’ organizations” - Special session of the Farmers’ Forum ([Link](#))

This report explains how rural women farmers can increase agricultural output and reduce poverty and inequality by increasing empowerment through access to markets, production resources and information.

5. IFPRI/CGIAR, Using Gender Research in Development ([Link](#))

This document explains how successful development interventions and policies need to consider gender and household decision-making processes. The document provides research to this point, as well as implications of gender influenced project designs.

6. USAID, Promoting Gender Equitable Opportunities in Agricultural Value Chains Handbook ([Link](#))

The handbook was published by USAID as an outcome of the Greater Access to Trade Expansion (GATE) program. It includes a framework for gender analysis with tools.

7. World Bank, Gender in Agriculture Sourcebook ([Link](#))

Published by the World Bank, the Gender in Agriculture Sourcebook includes terrific information, data and case studies from policy makers and programming and M&E experts on gender and food security, rural finance, agricultural markets, NRM and land policy, among others.

POLICYMAKER GENDER MATERIALS

8. FAO, Gender and Employment Policy Briefs ([Link](#))

Rural employment is currently the subject of considerable discussion in international policy circles, particularly in the context of the global financial and food crises, as it could play a very powerful role in reducing poverty worldwide, thereby contributing to meeting the Millennium Development Goals.

Chapters in the Toolkit:

Gender-equitable rural work to reduce poverty and boost economic growth ([Link](#))

This policy brief contains an action plan detailing policy options for empowering women in agriculture.

Investing in skills for socio-economic empowerment of rural women ([Link](#))

The document explains why skills development in rural women should be a priority in development and agricultural programs.

Rural women's entrepreneurship is "good business"! ([Link](#))

The policy brief explains why rural women's entrepreneurship is beneficial to society, why women should receive more training to grow their businesses, and how social and structural barriers against women entrepreneurs is detrimental to rural society.

Agricultural value chain development: Threat or opportunity for women's employment? ([Link](#))

This document explains how gender inequality affects the modern agricultural value chain and why it is important to make policy decisions inclusive of women so they can enter into the global market with fair pay and opportunity. The article includes great examples of women's cooperatives and other collective organizations increasing selling power.

Women in infrastructure works: Boosting gender equality and rural development! ([Link](#))

The article explains why infrastructure development, especially access to water, improves the lives of rural women by increasing their earning power and the overall productivity of rural communities. In order for development programs to be successful, women have to be consulted in project development and execution.

Making migration work for women and men in rural labour markets ([Link](#))

The report details how migration disproportionately affects women due to the shift of burdens when men migrate to cities for work. It also discusses the role of remittances and the challenges of gender discrimination that women migrants face.

Breaking the rural poverty cycle: Getting girls and boys out of work and into school ([Link](#))

The policy options detailed in this policy brief include improving the conditions of child laborers, integrating child labor regulations into local policy, and the need for rural schools to be amenable and accessible to the limitations of children laborers.

9. FAO, Gender and Land Rights Database ([Link](#))

This website provides easy access to up-to-date information on gender and land rights. It contains country level information on social, economic, political and cultural issues related to the gender inequalities embedded in those rights. Disparity concerning land access is one of the major causes of social and gender inequalities in rural areas and as a consequence it jeopardizes rural food security in addition to the well-being of individuals and families. The reports can be sorted by country, topic or across several countries.

10. Gender Action, Gender Toolkit for International Finance Watchers ([Link](#))

This is a helpful gender tool developed by Gender Action and Oxfam Novib. This resource has easy-to-use gender analysis tools and background information on key gender and development topics. The toolkit contains sections on Gender Concepts (terms, frameworks and key debates); Gender Action Links (topical briefings and action resources); Gender Tools (checklists, indicators and methodologies for gender analysis in specific sectors); and Gender Data (links to sex-disaggregated databases). All sections contain electronic hyperlinks to a vast array of available gender resources.

11. International Land Coalition, Gendered Impacts of Commercial Pressures on Land ([Link](#))

Across Africa, Latin America and Asia, land is a key productive and reproductive resource for the vast majority of rural women. Yet in the present global context of increasing pressures, women are both likely to be affected differently to men by large-scale land deals and also disproportionately more likely to be negatively affected than men because they are generally vulnerable as a group. The paper is based on a review of the literature on commercial pressures on land to date and an analysis of the Global Study's country case studies from a gender perspective.

12. OXFAM, Gender Mainstreaming in Agriculture and Rural Development: A reference manual for governments and other stakeholders ([Link](#))

This reference manual developed as part of Gender Management System Series provides tools and sector-specific guidelines for gender mainstreaming. The manual identifies main gender issues emerging in the agriculture sector and suggests issue specific gender strategies. Please refer to Appendix I (p. 36-43) which has useful tools on gender analysis, gender impact assessment, agriculture policies, and assessing level of gender awareness in the institutions of agriculture and related departments and agencies.

13. UNDP, Gender Mainstreaming in Practice: A Toolkit ([Link](#))

This UNDP toolkit discusses 12 sector-wise gender briefs to highlight the main issues and links between gender and specific policy areas. They are not comprehensive, but give sufficient insight into the main issues in each sector such as poverty/labor/health/education/energy, environment/governance/crisis prevention and recovery/human rights and so on. Each sector analysis presents best practices, case studies and illustrations of how to effectively integrate gender. Part one of this kit is also useful and contains general conceptual issues. Available in several languages.

14. UNIFEM, Gender-responsive Budgeting ([Link](#))

UNIFEM's Gender-responsive Budgeting details government planning, programming and budgeting that contributes to the advancement of gender equality and the fulfillment of women's rights. This resource identifies needed interventions to address gender gaps in sector and local government policies, plans and budgets. This resource also aims to analyze the gender-differentiated impact of revenue-raising policies and the allocation of domestic resources and Official Development Assistance.

PROGRAMMING GENDER MATERIALS

15. Asian Development Bank, Agriculture Checklist ([Link](#))

The Asian Development Bank has produced a number of gender sectoral checklists including agriculture and health.

16. FAO, Socio-Economic and Gender Analysis Program (SEAGA) ([Link](#))

SEAGA has developed tools for gender analysis in livelihoods programs, which they published in three manuals. They have also developed resources for incorporating gender analysis into irrigation, livestock, microfinance, HIV/AIDS and emergency contexts, as well as a pocket guide for extension workers.

17. Heifer International, Cornerstones Model ([Link](#))

This model is a comprehensive guide to planning and managing a holistic approach to sustainable development at every level.

18. IFAD, Household Food Security and Gender Handbook ([Link](#))

This guidebook was created to support design teams and project planners, helping staff focus on critical issues relevant to gender and household food security. The brief agriculture guide includes a series of questions in checklist format related to gender and food security. It is also available in French and Spanish.

19. IFPRI, Engendering Agricultural Research ([Link](#))

This paper makes a case for a more gender-equitable agricultural research and development system by making women and the needs of rural women an integral factor in agricultural research. It also addresses the particular need for research that is authored by women.

20. IFPRI, Promising Approaches to Address the Needs of Poor Female Farmers ([Link](#))

This paper advocates for increasing poor female farmers' access and control of productive resources, and surveys past interventions and policy changes that have attempted to change women's access to water, land, time saving inputs, extension services and credit.

21. InterAction, InterAgency Standing Committee, Adapt and Act Collectively Gender Checklists:

Food Security ([Link](#))

Health ([Link](#))

Livelihoods ([Link](#))

Nutrition ([Link](#))

22. InterAction, Gender Audit Tool ([Link](#))

InterAction's Gender Audit is a participatory process and tool for identifying challenges to integrating gender in the organization's systems and operations, as well as in programs and projects.

23. OXFAM, Women and Men: Hand in Hand Against Violence: Strategies and approaches of working with men and boys for ending violence against women ([Link](#))

The primary audience for this document will be community workers and practitioners working in the MENA region who are involved in preventing violence against women, particularly through the engagement of men. It is targeted at Arab majority countries and is available in Arabic.

24. UNDP, Gender Justice Information Handbook: Talking about Domestic Violence ([Link](#))

This handbook for village facilitators is helpful in creating community conversations about gender roles.

25. World Bank, Gender in Agriculture: A World Bank Learning Module ([Link](#))

This document is an excellent and applied set of gender-integration guidelines for agricultural extension agents and policy makers.

26. World Bank, Mainstreaming Gender into Extractive Industries Projects ([Link](#))

This World Bank tool contains detailed guidance (p. 8-11) on incorporating gender issues into project planning and implementation in any sector and includes different checklists.

27. World Health Organization, Integrating gender into HIV/AIDS programmes in the health sector: Tool to improve responsiveness to women's needs ([Link](#))

This resource presents different practical actions on how to address or integrate gender into specific types of HIV/AIDS programs and services.

CASE STUDIES

28. Mercy Corps, Thirsty for Knowledge ([Link](#))

This Mercy Corps case study highlights the approaches taken by a development assistance program in Tajikistan to increase women's empowerment through increased social capital, self-confidence and freedom.

29. USAID, Integrating Gender into Value Chain Analysis Interview Questions ([Link](#))

Researchers used GATE project tools and analysis on a pilot test of the framework with ACDI/VOCA's SEMMA and SHOP programs in Tanzania (2009).

TOOLS FOR UNDERSTANDING GENDER CONCEPTS AND TRAININGS (GENDER ANALYSIS, ASSESSMENT AND AUDIT MATERIALS)

30. BRIDGE/ Institute for Development Studies, Gender and Development Resource Center ([Link](#))

This resource is a key European resource for gender and development information in support of gender mainstreaming.

BRIDGE Gender and Indicators Overview Report: ([Link](#))

The resource includes key concepts of gender mainstreaming and best practices including cutting edge indicators. This research and information website includes a database of resources, publications, announcements and networks and is sponsored by European aid agencies.

BRIDGE Training Manual on Gender and Climate Change ([Link](#))

The effects of climate change will be disproportionately felt by the world's poorest people, a group in which women are overrepresented, and existing patterns of gender disadvantage are likely to be magnified. This training manual has been developed by the Global Gender Alliance, a group of United Nations agencies and international civil society organizations set up to encourage gender responsive climate change policies, decision making, and initiatives. The manual is intended to improve skills around gender and climate change and equip and develop trainers in different regions and countries. It contains seven training modules: gender and mainstreaming; international law instruments; gender and climate change overview; gender mainstreaming in adaptation; gender sensitive strategies in mitigation; gender sensitive strategies in technology development and transfer; and gender mainstreaming in climate change financing mechanisms.

31. Global Development Research Center, Gender Analysis Frameworks Overview ([Link](#))

This resource gives a brief overview of five popular gender analysis and assessment frameworks: Harvard, Moser, Gender Analysis Matrix (GAM), Women's Empowerment Framework (WEP) and the Social Relations Approach.

32. IFAD, 2010 Evaluation of performance in gender equality and women's empowerment ([Link](#))

The evaluation examines IFAD's strategy, experiences and results from the gender equality and women's empowerment initiatives, and also provides recommendations to those who wish to integrate gender into development initiatives.

33. ILO, Training on Gender in Cooperatives ([Link](#))

This resource is a two-hour training curriculum developed by the ILO intended for cooperative leaders, members and programmers. The training includes activities and content. The website includes copies of transparencies and flipchart illustrations.

34. InterAction/IASC, Different Needs – Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men Online Training ([Link](#))

This three-hour online course, developed by the Inter-Agency Standing Committee (IASC) and published in 2010, provides the basic steps a humanitarian worker must take to ensure gender equality in programming. The course includes information on the core issues of gender and how it relates to other aspects of humanitarian response. This training is based on the IASC Gender Handbook and related IASC guidelines, including the Guidelines for Gender-based Violence Interventions in Humanitarian Settings and others.

35. UNDP, Gender Analysis Learning and Info Pack ([Link](#))

This document has detailed information on various gender analysis and assessment frameworks including: Harvard and Moser frameworks, Gender Analysis Matrix, Practical Needs and Strategic Interests, Social Relations Approach, People Oriented Planning, Capacities and Vulnerabilities, and indicators of change. These gender analysis worksheets based on the Harvard and Moser Frameworks for gender analysis are quick and easy worksheets that can be customized and used during gender analyses.