Research on the Gender Mainstreaming Initiatives
by Bilateral Aid Agencies[1]

In this section of the report, it will introduce the collected information on and analysis of the gender mainstreaming initiatives taken by different bilateral aid agencies. It will deal with 1. Gender strategies, policies and project completion reports of different bilateral aid agencies, and 2. Gender mainstreaming initiatives taken by different aid agencies to the NGOs in their own countries (According to the guidelines of each aid agency on funds and subsidies to NGOs).

Countries surveyed were selected among the OECD member states that have foreign aid agencies and that meet the conditions 1. of allocating most to gender related projects, and 2. that the percentage of aid screened and proved to focus on gender equality is high within all the gender equality focused aid.

Table 1: Aid in support of Gender Equality (GE) and Women's Empowerment (Average in 2010-2011)

	Total: Gender Equality Focused (a)	Total: Aid screened (b)	Not screened (c)	Sector allocable, total (d)	Percentage of aid related to GE within all aid (e=a/d)
1. Germany	4,213	8,874	1,289	10,163	41%
2. France	1,966	5,835	351	6,186	32%
3. Australia	1,875	3,203	391	3,594	52%
4. Japan	1,701	11,737	1,840	13,577	13%
5. Canada	1,566	2,513	171	2,684	58%
6. Sweden	1,406	1,707	25	1,732	81%
7. UK	944	2,036	1,312	3,348	28%
8. Spain	777	2,618	81	2,699	29%
9. Norway	742	2,535	0	2,535	29%
10. Denmark	725	1,294	0	1,295	56%

(2010　USD million)

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[1] This English version excludes Japan and Korea, while this chapter in Japanese includes both governmental agencies.　The main reason is a lack of relevant document in English.

Table 2: Top 10 countries with the highest percentage of aid screened and proved to focus on gender equality within all the gender equality focused aid

(Table1: a/c)

1. Sweden	82%
2. Greece	68%
3. Canada	62%
4. Australia	59%
5. Belgium	57%
6. Denmark	56%
7. Finland	55%
8. New Zealand	50%
9. Germany	47%
10. UK Ireland	46%

(Japan has 14% as the above percentage, ranked 20th within all 21 DAC member states that show the above related data[2]. Japan allocates significant amount to gender-related projects, nevertheless the ratio of aid screened and proved to focus on gender equality is low.)

The above data shows that Sweden, Canada, Australia, Denmark, Germany, and UK are ranked within top 10 for both rankings. The report will research and analyze the gender policies and strategies of aid agencies in these countries, in addition to the USA which seems to be active in implementing gender mainstreaming although the above rankings lack its data. It will also include Korea and Japan as good examples from Asian region for comparison.

Before describing the details of each country's policies and strategies, it will attempt to summarize tendencies, special features of each agency, and common features by analyzing the collected information of each surveyed country.

The common features of gender strategies among many agencies surveyed are listed below.

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[2]OECD Report, "Aid in Support of Gender Equality and Women's Empowerment-Donor Charts, Statistics based on DAC Members' reporting on the Gender Equality Policy Marker 2010-2011", p4, http://www.oecd.org/dac/stats/Aid%20in%20support%20ENG%20for%20web%20March%202013.pdf

a) Women's participation in social and political decision making

b) Active participation of women in labour markets, economical empowerment of women

c) Gender equality concerning access to resources, legal and public services

d) Protection of reproductive health rights

e) Reduction of Gender Based Violence (GBV)

f) Capacity building for equal rights to decision making within the society

g) Recognition/identification of "agents of change", regardless of sex

These are the common aid policies held by almost all bilateral aid agencies surveyed in this report. Some hold up all policies, while others hold up some of the policies. All agencies except Korean one hold up the first a), b), and c) as the most important, while many also consider d) as significant even if they do not explicitly state it in their gender policy, which can easily be assumed by the fact that this is included in "women's empowerment" which is the basis of present "Gender and Development".

This shows that the aid modality is gradually shifting from protecting and prioritizing women as socially vulnerable people, such as targets exclusively women through protection of reproductive health rights and reduction of GBV, to assisting women in actively engaging in social matters and dealing with the social problems that they face. This came from the recent recognition that treating women as only passive beneficiaries of aid cannot lead to the true meaning of "women's independency".

In addition, use of the word "gender" in place of "women" enabled the consideration for assistance to not only women but all socially vulnerable people, hence the aid modality matches the needs of each socially vulnerable group so as to reduce social inequalities. There is an innovative change in the sense that the trend is towards the aid beneficiaries themselves to actively participate in the project planning, so that the content of aid will be most suitable for them, and that aid agencies are encouraged to involve targeted aid beneficiaries and other local people surrounding them from as early as the project planning stage.

The capacity building of those agencies in order to achieve such gender equality in all aspects has now become one of the core elements of aid modality. In order to do so, promoting changes to the existing social structures and/or power relations in the region may at times be necessary. This may contain the risk of objections from some

community people, as it may contradict (conflict with) social customs that "experts of the region" recognize, but it is worth a try if with the active participation of the local people and can turn out to be most effective like in the case of "Representation and role of women in grassroots organizations, rural drinking water supply in Maradi District, Niger" exhibited by GTZ.

The common specific actions that many of the above mentioned bilateral aid agencies take or is planning to take, so as to implement the above mentioned policies as well as in order to permeate gender mainstreaming within their organization, will be described below.

-Reflect gender equality in all policies, programs, and projects

-Integrate gender equality perspectives into guidelines and checklists

-Allocate full-time gender experts

-Conditioning the knowledge of gender as prerequisite for recruiting staff or selecting training participants.

-Conduct gender trainings for staff members

-Integrate gender equality perspectives into all training courses for staff members

-Collect and analyze the information regarding gender issues from the program planning phase

-Allocate staff in charge of gender issues for each project

-Formulate and expand gender experts group

As an example for the above, also can be seen in the table 8, many bilateral aid agencies, in their guidelines, request the NGOs that apply for their funds to consider and integrate gender equality in their projects, and/or to describe in details in the applications how the applicants plan to achieve gender equality. Similarly, many bilateral aid agencies explicitly states in their guidelines that the NGOs that received

their funds needs to write down in their project completion reports the numbers of project beneficiaries by sex, gender impact of the project, and/or the impact for disabled people.

It can be said from the above that gender mainstreaming can be achieved not just by working on a specific area on its own, but also by being integrated into all areas. For this reason, it is almost imperative that all those who engage in development and humanitarian assistance activities need to have at least certain level of knowledge and understanding of gender. Taking that into consideration, it can be assumed that gender experts should be hired constantly and engage in trainings for staff members of aid agencies, of government and other organization that aid agencies provide assistance to, and of NGOs that receive funds from aid agencies, and in selecting and recruiting staff members rather than being hired by project and work on each short-term assistance activity. As for donors that provide funds, it is regarded that for gender mainstreaming, they should make sure that those who receive their funds have enough understanding of gender equality as well as have the capacity to achieve it when implementing projects by setting up conditions and making checklists, and provide assistance such as trainings if necessary.

It will now introduce characteristic initiatives taken by each aid agency.

Sweden:

-encourage fund applicants to give consideration not only to sex-balance, but also to disabilities, homosexuals, transsexuals and bisexuals.

-encourage fund applicants to consider other identities such as age, class, social status, caste and religions

-give incentives such as increase in wages and sharing and adoption of ideas of the staff members promoting gender mainstreaming

Canada:

-exhibit difference between myths and reality about gender mainstreaming
-exhibit what to look for and questions to ask when reviewing submission and reports

from gender perspective.

 (see Table 3 and 4 below)

Germany:

-exhibit cases that integrated gender perspectives and successful cases with the consideration for gender equality

USA:

-puts effort most into the prevention of and dealing with gender based violence among all gender issues

-encourage fund applicants to give consideration not only to sex-balance, but also to disabilities, homosexuals, transsexuals and bisexuals.

-exhibit the successful cases of gender-related projects such as establishment of gender section in the government of grant-recipient country, foundation of advertisement company which promotes women's active participation in society, promotion of women politicians monitoring of women's participation and protection of rights activities in other countries.

   Increase in wages, as well as sharing and adoption of ideas of staff members can be effective incentives/ tools for gender mainstreaming. When promoting the staff members to take gender training courses, it would be more effective to provide them with tangible benefits such as raise in salary, promotion, mandatory for engaging in the projects they wish to take part in, and enabling them to understand discussion on gender issues during project planning as well as their opinions to be heard and adopted, rather than just making it obligatory to take gender training courses. This should also give the staff members a good motivation to work on gender, and change their attitude towards learning about gender.

   The USAID's gender equality initiatives such as foundation of advertisement company which promotes women's active participation in society and promotion of women politicians' monitoring of women's participation and protection of rights activities in other countries are also unique, and though their impact and sustainability remains as a question, it can be highly evaluated that assistance is provided to both government and private sectors (top-down and bottom-up), and that the beneficiaries

themselves become the main actors of the activities.

In the project review reports published by SIDA and AUSAid, they include lessons learned from past experiences, issues raised during the project implementation, and possible negative effects of the new systems and methods to be adopted. It happens that things that are favourable to some people can at the same time be unfavourable to other people, and certain methods have both merits and demerits. This is why it is important to take into consideration both the merits and demerits, and think of the balance between them. For this reason it is useful to note lessons learned from the past experiences, as well as to list up both merits and demerits of new systems and methods in the reports.

1. **Gender Equality Policies and Strategies of Each Country's Bilateral Aid Agency and its Report**

In this section, it will compare the gender equality policies and strategies of different bilateral aid agencies, and summarize their reports on project implementation.

1-1. Swedish International Development Cooperation Agency : SIDA

1-1-1. Gender Equality Policies and Strategies of SIDA

Overall objectives of SIDA are gender equality, increase in women's influence on society, and protection of women's rights in developing countries. In order to achieve those goals, SIDA will work on the below complementary priorities.

Women's political participation and influence
Women's economic empowerment and working conditions
Sexual and reproductive health and rights (SRHR)
Women's security, including combating all forms of gender-based violence and human trafficking[3]

Gender inequality not only disadvantages women and girls, but also men and boys. People of both sexes who do not fit in with existing norms and cultural perceptions such as lesbian, gay, bisexual and transgender people, or people with disabilities are often particularly vulnerable to discrimination. The equal distribution of power in a society, factors such as legislation, the rule of law, as well as people's legal empowerment and access to justice have an important role to play in gender equality work. Gender-oppressive behavior (various forms of gender-based violence against women, men and children) is upheld and reproduced by both women and men. Women and men, and girls and boys are not homogenous groups. They are groups or categories of people that are made up of individuals with differing identities and their circumstances and life prospects are affected by the interplay between various social hierarchies that – in addition to sex and gender – are based on age, descent, class or social status, caste, sexual orientation, gender identity and gender expression, disability, ethnic origin, and

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[3] "On Equal Footing, Policy for Gender Equality and the Rights and Role of Women's Sweden's International Development Cooperation 2010-2015" by SIDA
http://www.government.se/content/1/c6/15/22/97/a962c4c8.pdf

religion or other belief[4].

As a prerequisite for gender mainstreaming, men also have to take responsibility for domestic works and raising children, and actively participate in those works. To do so, it is critical to strengthen the role of men as fathers, and men's and boys' ability to combat negative male gender roles and stereotypical images of masculinity linked to the use of violence[5]. It is also important to perceive women and girls as "agents of change" and driving forces behind the development society to the same extent as men and boys[6].

1-1-2. Reports on Gender Equality Projects by SIDA (2010)

For the approach to take to achieve gender mainstreaming, the followings are mentioned;

(i)   actively applying and integrating the gender perspective into programming
(ii)   targeting specific groups or issues
(iii)   conducting gender-aware dialogue with partners[7]

As for the lessons learned from the past project implementation, the followings are mentioned;

a)Gender equality is about power relations; it requires political leadership and programming that addresses women's strategic interests, as well as their practical needs.
b)Implementing gender policies requires resources and most importantly, dedicated personnel and funds for research and programme development.
c)National ownership is important for sustainable implementation of equality strategies, but it is enriched by a significant participation from a strong NGO sector, and particularly women's organisations.
d) Gender mainstreaming in programmes tends to be much weaker in the area of monitoring, evaluation and feedback systems. Systematic monitoring and reporting on gender is therefore necessary.

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[4] Footnote2, pp11-12
[5] Footnote2, pp20-21
[6] Footnote2, p26
[7] "Gender Equality in Swedish Development Cooperation, Final Report 2010:1" by SIDA
http://www.sida.se/Global/About%20Sida/Sida%20Utv%c3%a4rderingar/Gender%20Equality%20in%20Swedish%20Development%20Cooperation.pdf, p43

e)Addressing women's workloads is a critical factor in empowerment, and an over-extended workload is not sustainable in the long run.

f)Gender equality strategies that involve changing the attitudes and behaviour of men and boys are more likely to be successful, sustainable, and to reduce or avoid possible harmful backlash to women's empowerment[8].

g)It is important to take into account the following: inter-generational issues, changing attitudes/behaviours of the next generation, and that women's increased workloads do not result in girls leaving school to fill the work gap[9].

h)An important incentive seemed to be linked to whether efforts to promote gender mainstreaming in their work were internally encouraged and rewarded[10].

i) Gender mainstreaming is more sustainable if government offices for women and Ministry focal persons are involved in project design and decision-making[11].

As a result, several suggestions are made below for successful promotion of gender mainstreaming.

a)   SIDA country programmes should have a full-time gender specialist
b)   SIDA country programmes should develop a clear gender strategy
c)   The country gender strategy should be builtaround Sweden's four gender priorities.
d)   SIDA should invest more resources in learning-oriented monitoring and feedback systems for gender.
e)   SIDA should invest human and financial resources in New Aid Modalities (NAM), both institutionally and at a country level
f)   SIDA should more consistently and systematically address men in gender strategy
g)   A SIDA organizational learning strategy for gender equality should be developed[12]
h)   SIDA should develop and plan more participatory projects to include people concerned, as well as implement gender analysis at the targeted areas

Recognizing that complex causalities require complex solutions, it seeks to affect adapted behavior patterns by moving away from single-track and quick-fix approaches

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[8] Footnote 6, p75

[9] Footnote 6, pp13-14

[10] Footnote 6, pp80
[11] Footnote 6, pp84
[12] Footnote6, pp14-15

to identifying the right mix of interventions[13]. Although these New Aid Modalities (NAM) have useful merits, they also contain demerits that must be taken into consideration. Some of those are that NAM 1) encourage a more participatory and coherent approach to development policy planning, however they can also contain the disadvantages that dialogues can become a narrow process between key donors and central ministries and the donors regarding government and central ministries that receive aid as targeted group rather than local citizens, thus resulting in less chances for civil societies and women's orgainizations to receive funds, 2) allow sharing of analysis which leads to more coherent approach to policies, but such harmonization can lead to lowest common denominator on social issues, where donors are very heterogeneous, 3) provide a more comprehensive framework for dialogue on issues, yet an overly technocratic focus in dialogue, project implementation and monitoring risks losing sight of wider consideration of development and social justice issues[14].

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[13] Footnote 6, p22
[14] Footnote 6, p55

1-2.Canadian International Development Agency : CIDA

1-2-1. Gender Equality Policies and Strategies of CIDA

The overall goal of CIDA is to strengthen CIDA's contribution to gender equality and women's empowerment in developing countries, and to strengthen CIDA's management and institutional systems by 2013[15]. Its stance is to hold gender mainstreaming and programs specialized in gender equality as complementary strategies, and it states to allocate more initiatives as well as budget for gender issues in order to achieve sustainable and greater gender equality. CIDA allocates most in ratio on gender projects as "principal" object among all the bilateral aid agencies mentioned above (see Table1) [16].

CIDA applies a two-pronged approach that helps to ensure results are achieved and maximized.
-Explicitly integrating gender equality in all policies, programs, and projects
-Using programming that specifically targets the reduction of gender inequality[17]

Three thematic priorities have been established to guide CIDA's work going forward: increasing food security, securing the future of children and youth, and stimulating sustainable economic growth. CIDA supports equality between women and men and between girls and boys in each of its thematic priorities. For example, increasing the production of smallholder farmers, particularly women, will be one of the key areas of work under its Food Security Strategy. Central components of the Children and Youth Strategy will be the promotion of maternal, newborn, and child health, and the provision of education and skills to girls and boys so that they can both be productive members of society and engage meaningfully in their communities. With regard to stimulating sustainable economic growth, a major element of the strategy will be improving women's access to the benefits of economic growth through entrepreneurial training and financial services for the poor[18].

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[15] "Gender Equality 2010-2013, CIDA's Gender Equality Action Plan" by CIDA

http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUImages/Equality/$file/10-141%20Gender%20Equality-E.pdf, p3

[16] Footnote1, p4
[17] Footnote14, p1
[18] Footnote 14, p1-2

The objectives of CIDA's Action Plan are below;

-Capacity: to strengthen CIDA's capacity to advance equality between women and men, and to work with partners for the effective delivery of gender equality results;

-Accountability: to strengthen CIDA's management and accountability system for the achievement of gender equality results; and

-Engagement: to further increase CIDA's efforts to mobilize its partners to contribute to the achievement of gender equality results[19].

*This Action Plan took effect in 2010.

Below are the characteristics of the above mentioned Action Plan[20].

Capacity:
-Integrate gender equality in all training courses offered to the CIDA staff members
-Develop on online Gender Equality courses in the event that an e-learning platform is in place
-Prepare and deliver gender equality session for senior management training programs
-Ensure that all professional staff in policy, programming and communications branches will have at least one formal gender equality training courses by the end of the Action Plan period
-Ensure at least one full-time gender equality specialist at headquarters as well as local branches
 (Provide platform for information exchanges between and within the headquarters and regions)

Accountability:
-Review process for evaluation of unsolicited proposals and decision making on these proposals to ensure that proposals meet the gender equality criteria
-Ensure that CIDA's strategy contain gender equality and expected results
-Support director's accountability for achieving gender equality results through the inclusion of gender equality as a part of the planning guidelines, checklists and

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19 Footnote 14, p3
20 Footnote 14, p6-10

templates

-Ensure that gender equality specialists are systematically included within the planning process

Engagement:

-Institutional strategies for the top 18 multilateral partners will include an assessment of gender equality issues

1-2-2 Reports on Gender Equality Projects by CIDA (2012)

CIDA states in its "Annual report 2011-2012" that it failed to achieve the expected results in terms of gender equality in Ukraine, Latin America, and Sub-Saharan African regions, and that it needs in its programs to find more effective entry points to achieve gender equality results[21]. The program in Peru succeeded in reducing gender inequality in education and improving women's capacity for participation in local government decision making and planning, and improvements are still needed in reducing violence against women and increasing their participation in the other sectors[22]. In Nepal and Afghanistan, it states that there seems to be changes in people's awareness and social structures concerning gender[23].

It is reported that World Food Programme (WFP), CIDA's partner agency, has not been as effective in addressing the cross cutting theme of gender equality within the organization although it is successful in the provision of sex-disaggregated data. As for United Nations Development Programme (UNDP), another partner agency of CIDA, it mainstreamed gender equality in some programs, however it should work more on systematic gender analysis[24].

In CIDA's "Gender Equality and Humanitarian Assistance", it highlights the myths and reality about gender mainstreaming, and suggests what/where to check and/or pay attention to in order to integrate gender perspective into projects in the "Question and Answer" section. Below are the details for reference[25].

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[21] "Annual Report 2011-2012, CIDA Learns Lessons from Evaluations" by CIDA,
http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUImages/Evaluations2/$file/CIDA-learns-eng.pdf,
Pp.14-15, 27, 28

[22] Footnote 20, p16

[23] Footnote 20, pp21, 25

[24] Footnote 20, p18-20

[25] "Gender Equality and Humanitarian Assistance" by CIDA,

Table 3: CIDA Myths and Reality about Gender Mainstreaming

Myths	Reality
"Inserting one section on women fulfils the mandate to mainstream a gender perspective."	Mainstreaming a gender perspective involves changing how situations are analysed. A brief profile of how and why women's needs are different from those of men's should be the starting point of the analysis, not the end. These basic insights should influence the understanding of the context and raise issues to be explored in each project component.
"We have a women's project and therefore we have mainstreamed gender."	A gender mainstreaming strategy involves bringing a gender analysis to all initiatives, not just developing one minor, isolated sub-component or project.
"We've mainstreamed gender, therefore we can't have specific initiatives targeting women."	A mainstreaming strategy does not preclude specific initiatives that are either targeted at women or at narrowing gender inequalities. In fact, concrete investments are generally required to protect women's rights, provide capacity building to women's NGOs, work with men on gender issues, etc. Many of these types of initiatives can best be funded through a separate initiative rather than as a sub-component of a larger project.

http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUImages/Publications/$file/GE_HUMANITARIAN_ASSISTANCE-EN.pdf , pp11-13

"We're here to save lives, not ask whether or not someone is a woman or a man before we provide assistance or to give priority to women over men."	Using a gender perspective involves incorporating an understanding of how being male or female in a specific situation contributes to vulnerability and defines capacities. It is not a screening process to exclude those who need assistance from receiving support. There may be times when, given their different priorities and needs, women and men will best be served through the provision of different resources. Furthermore, it may be necessary to make additional investments to ensure that women's voices are heard (given inequalities in societies). But a gender mainstreaming strategy does not call for the 'favouring' of women over men.
"All this talk of gender, but what they really mean is women."	It is true that a lot of the work on gender in humanitarian assistance focuses on girls and women. That is primarily because it is women's needs and interests that tend to be neglected by the international community. However, it is important that the analysis and discussion consider both sides of the gender equation. More research and attention is needed to understand how men's roles, strategies, responsibilities, and options are shaped by gender expectations during times of conflict and emergency.

Table 4: CIDA Questions to ask concerning gender perspectives

	Questions to ask	Why ask these questions?
Participation and consultation	How have women and men been consulted on priorities and needs? Have women and men been involved in the design of this initiative? Have women's organizations been consulted? Have the results of that consultation influenced the initiative's focus or design?	Although time is often 'of the essence' when delivering humanitarian assistance, there are situations where it is possible to involve communities, consult with target beneficiaries, and use participatory planning tools. In these situations, it is important to ensure that women's needs, priorities, and voices are heard. This includes individual women as well as representatives of women's organizations.
Gender Analysis	Does the project design indicate that there has been a consideration of the different needs, priorities, and interests of women and men?	Often, it is assumed that an entire population will benefit from new resources or a specific initiative. Experience dictates that, unless there is an awareness of how gender inequalities and differences come into play, women may not benefit to the same extent as men from humanitarian assistance.
Indicators	How are the proposed indicators to be disaggregated on the basis of sex?	Although providing disaggregated indicators may be time-consuming and expensive, general trends should be available. For example, the organization should have an approximate idea of who is receiving resources (e.g., what percentage women/men).

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Women as only a 'vulnerable group'	Are women only perceived as a 'vulnerable group'? How does the initiative recognize and build on women's capacities as well as vulnerabilities? Are the gender differences and inequalities of all vulnerable groups understood?	In many discussions of gender issues in humanitarian assistance, the focus is exclusively on women's vulnerability. Although it is important to understand how people's vulnerability is shaped by gender inequalities, it is essential to not overlook women's capacities. Women have important roles within families, communities, and organizations. International organizations can support women in these roles.
Objectives or intended results	Is there a specific result that relates to the objectives in CIDA's Gender Equality Policy: - Ensuring women's equitable access and control over resources/benefits? - Ensuring women's equitable participation in decision making? - Supporting respect for the human rights of girls and women?	All projects should be based on an understanding of gender relations and inequalities. It may be possible to develop a specific result that aims to narrow inequalities between women and men.
Potential for sexual abuse and exploitation	Has the initiative been reviewed with an eye to minimize the possibility of or potential for sexual abuse or exploitation?	Power inequalities in crisis situations can unfortunately lead to abuses of power. Minimizing opportunities for this to occur is part of good project design.

Differences among women	Does the project assume that all women have the same needs, priorities, and interests? Does the project recognize that most 'groups' (such as displaced people, survivors of landmines, landless, or child soldiers) are composed of women, men, boys, and girls and that there will be gender differences within these groups?	It is important to not think of 'women' as a single category. Women—just like men—are divided along racial, educational, class, ethnic, religious, and other lines. Lists of vulnerable groups often categorize women as a separate group and fail to acknowledge that there are women/men, boys/girls within all other categories as well. There are gender issues to be looked at within specific groups.
Capacity of partner organizations (organizations submitting proposals) involved to work on gender equality issues	Do the organizations involved have a solid track record on gender issues? Do they have a gender policy? Does staff have the capacity to work on these issues? Do they have links with women's organizations? Are they familiar with and use on a regular basis international guidelines and standards relating to key gender issues (reproductive health, sexual violence, etc.)	While good past practice does not guarantee good current practice, it is an indicator of organizational capacity.

1-3 The Australian Agency for International Development: AusAID

1-3-1. Gender Equality Policies and Strategies of AusAID

AusAID holds as its objectives, apart from the existing promotion of gender equality through advancing equal access to gender-responsive health and education services, the increase in women's voice in decision-making, leadership and peace-building, the empowerment of women economically by participation of social activities and improving their livelihood, and to end the violence against women and girls[26]. The gender-related priorities in the education sector are to focus on girl's education in countries where gender gaps in completion rates are greatest, to reach excluded groups of girls and women such as poor, those with disabilities, and in ethnic minority communities, to reduce gender stereotypes in subject choices, to support gender-responsive curriculum development, refurbishment of infrastructure such as constructing separate toilets for boys and girls as well as for girls with disability. The gender-related priorities in the health sector are; to collect sex-disaggregated data, undertake gender analysis of services delivery, and address issues that disproportionately affect women and girls, in addition to the existing supports.

As for increasing women's voice in decision-making, leadership and peace-building, the approaches that AusAID takes are; to develop women's leadership abilities in communities such as through participation in water supply management committees, school management committees, village health and development committees, to strengthen women's groups and organizations I n civil society and influence policies and developments, and to build capacities of women to participate in processes as candidates and voters and decision making.

AusAID's approach for improving women's economic empowerment and livelihood security is to; open employment opportunities for women outside of the agriculture sector, improve access to financial services such as savings, credit, and insurance, develop new financial instruments that respond to women's needs, improve women's access to productive resources, markets, new technology, training, public transportation, and support social protection measures that specifically meet the needs of women and children, including those that protect women in the informal sector and other

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[26] "Gender Equality and Women's Empowerment-Thematic Strategy" by AusAID, http://www.ausaid.gov.au/aidissues/Documents/thematic-strategies/gender-equality-strategy.pdf, pp.6-16

vulnerable occupations.

As for ending violence against women and girls, AusiAID is to; work with partner governments to help develop and implement the necessary laws and policies for ending violence against women, expand and improve the quality of service provision for victims of violence, work with men and boys in the region to prevent violence against women and help change community attitudes towards violence, address the specific vulnerabilities experienced by women and girls living in conflict and fragile states, as well as in regions experiencing a humanitarian disaster and support partner governments work on gender issues under emergency situations as part of security management.

The report also presents the indicators for gender equality and women's empowerment in order to monitor and evaluate its aid activities from the perspective of gender equality[27].

Table 5: Gender Equality and Women's Empowerment AusAID: Indicators

Pillars for Australia's investment in gender equality and women's empowerment	Indicative Indicators for gender equality and women's empowerment outcomes
Pillar 1. Advancing equal access to gender-responsive health and education services	-Number of additional births attended by a skilled birth attendant -Number of additional midwives and health workers trained -Number of additional boys and girls enrolled in school -Number of additional people (at least 50 per cent women) awarded tertiary scholarships

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[27] Footnote 25, p.19

Pillar 2. Increasing women's voice in decision-making, leadership, and peace-building	-Percentage increase of women participating on management committees (water supply, schools, village health centres) -Number of additional public servants (at least 30 per cent women) in partner governments provided with basic services training -Number of additional civil society organizations supported to track service provision
Pillar 3. Empowering women economically and improving their livelihood security	-Number of additional poor farmers (at least 40 per cent women) have access to new agricultural technologies, resulting in increased crop value -Number of additional poor people (at least 50 per cent women) will have access to financial services like loans to start small businesses -Number of additional vulnerable men and women provided with social protection such as cash transfers and basic nutritional support
Pillar 4. Ending violence against women and girls at home, in their communities, and in disaster and conflict situations	-Number of additional women survivors of violence receiving specialist support through public or community health services and in disaster and conflict situations -Number of vulnerable women, men, girls and boys provided with life-saving assistance in crisis situations

1-3-2. Reports on Gender Equality Projects by AusAID (2002, 2011-2012)

  In the report of AusAID in 2002[28], it states that although the agency found in its

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[28] "Gender and Development-GAD lessons and challenges" by AusAID,
http://aid.dfat.gov.au/Publications/Documents/gender_review_lessons.pdf, pp.6-11

projects some activities that included analysis of the roles of women and men, very few activities included an analysis of the constraints likely to inhibit women's and men's participation and access to resources. It also raises the issue that some of the project designers and managers of activities designed without gender considerations appeared to share a common assumption that the activities were gender neutral or that gender was relevant in only those activities that focus on women's rights. It is reported that those projects that are successfully integrated gender perspectives conducted interviews and consultations with both female and male targeted groups from the project design stage, and reflected the results in the project plans.

Factors contributing to effective gender mainstreaming in assistance activities are described as below[29].

Key factors
-Integrate gender aspects from the project design stage
-The term of reference for key activity staff assign responsibility for gender objectives, strategies and outcomes
-All staff members engaging in the projects have knowledge and understanding of GAD , as well as the opportunity to receive advice on gender issues
-Activities strengthen partner capacity to undertake gender analysis, planning and implementation
-Activities include measures to remove any constraints to women's participation in activities including holding activity positions.
-Contractor field teams demonstrate adequate knowledge of GAD policy, planning and practices

-Indicators for GAD activities needed for monitoring and evaluating the results of gender equality and mainstreaming
-Activity designs consider partner agency capacity to implement gender initiatives
-Activity resources are adequate to deliver services and opportunities to both men and women
-Gender-disaggregated baseline data for activity planning, monitoring and decision-making purposes are collected during design or early in the implementation process
-Monitoring is sufficiently comprehensive to include checking that the needs and

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[29] Footnote 27, p9, 12

interests of women and men were still valid.

-Monitoring identifies constraints that may restrict women's or men's participation and access to benefits

As part of the approach of AusAID to support gender mainstreaming of the partner states, it suggests setting of gender as prerequisite for selecting staff members or training participants, and providing assistance to strengthen partner capacity to implement monitoring and evaluation that includes gender analysis, in addition to the provision of gender training and development of training materials[30].

The annual report 2011-2012 does not contain specific section on gender, however it clearly have evaluation on the activities concerning gender equality conducted in each country during those years[31].

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[30] Footnote 27, p9

[31] "2011-2012Annual Report" by AusAID,

http://www.ausaid.gov.au/AnnualReports/Documents/rep12/ausaid-annual-report-2011-12.pdf,

1-4. Danish International Development Assistance: DANIDA

1-4-1. Gender Equality Policies and Strategies of DANIDA

"Gender Equality in Danish Cooperation Strategy 2004" summarizes DANIDA's gender strategy. It states the definition of gender equality as (i) equality under the law, (ii) equality of opportunity (including gender equality of rewards for work, and gender equality in access to human capital and other productive resources) (iii) equality in terms of political and economic influence (including overall development process). The objective of its strategy is to contribute to the promotion of[32]:

-Equal rights (political, civil, economic, social including sexual and reproductive as well as cultural for women and men
-Equal access to and control of resources for women and men
-Equal opportunities to achieve political and economic influence for women and men

The implementation of the strategy will demand changes to existing power structures, the status and roles of women and men. The efforts must be based on the respect for cultural and customary differences, while at the same time such religious and cultural values and traditions will not be allowed to serve as an excuse for depriving the individual freedom and rights. Improving gender equality requires a focused, strategic, persistent, result-oriented and long-term effort. In order to achieve them, it suggests the below two methodological approaches.

-Mainstreaming: considering both men's and women's wishes and needs in the design, and include men's and women's rights, access to resources and decision-making at all levels

-Special Intervention: efforts aimed at creating fundamental structural changes in institutions, policies, legislation and allocation of resources to promote gender equality between men and women based on the specific needs in the individual country, policy area or organisation[33]

The report also states that "women perform more than half of all economic activity in

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[32] "Gender Equality in Danish Cooperation Strategy2004" by DANIDA,
http://ghana.um.dk/en/~/media/Ghana/Documents/gender_equality.ashx, p10
[33] Footnote 31, p11

the developing countries, but only approximately one third of their work is registered in the statistics" [34], thus it is imperative to support them so that they can get access to various social components such as land, information, technology, financial resources including credit, education and job opportunities[35].

DAIDA outlines the below two as the important elements in the work on gender equality[36].

-Sex-disaggregated data: Statistical data disaggregated according to gender such as women's access to resources and ht eimpact of possible policy initiatives on men and women.

-Strategic partnership: Strategic partnership with different actors such as government, the administration, civil society, Danish NGOs, the private sector, the media, research institutions, and other bilateral and multilateral donors. It is important to identify "agents of change" in the field of gender equality, and the composition of the partnerships will depend on whether the intervention focuses on rights, resources or influence.

The strategy for Danish assistance to civil society in developing countries, which came into force in 2000, indicates that Danish development policy with regard to strengthening the aspect of gender equality should also apply to NGO work, and that Danish NGOs adhere to the guidelines of this strategy. For this reason, there is a requirement that NGO project applications, as well as status reports and project completion reports, should include details of how both men and women are secured access to and control of opportunities, resources, and decision making in connection with Danish-supported activities[37].

In the "Freedom from poverty, freedom to change (2010)", DANIDA suggests to consider gender perspective as a useful method for slowing down the high rate of population growth, which it claims to achieve through not only the existing support for education, but also through women's equal participation in legal, economic and political

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[34] Footnote 31, p5

[35] Footnote 31, pp5-7

[36] Footnote 31, pp12

[37] Footnote 31, pp19

contexts[38]. To be exact, it will focus on achieving women's access to and control of resources such as land access to financial services on the same terms as men. It also claims that securing natural resources, which is related to climate change, requires slowing down the high rate of population growth, and it is indispensable to provide education on sexual and reproductive health for both men and women in order to achieve the goal. Finally, it suggests in the context of peace-building that it is necessary not only to protect women as vulnerable people, but also to promote them to actively participate in peace negotiations and post-conflict reconstruction processes.

1-4-2. Reports on Gender Equality Projects by DANIDA (2012)

In the "Annual Report 2012", DANIDA reports that it focused on sexual and reproductive health rights within the context of gender equality and women's empowerment, and continued large-scale support to international and civil society organizations. In partner countries, focus was made on strengthening gender equality through a wide range of locally adapted programmes. It also says that in the political dialogue with partner countries, emphasis was placed on speaking out against discrimination on grounds of sexual orientation and gender identity.

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[38] "Freedom from poverty, freedom to change (2010)" by DANIDA,
http://www.netpublikationer.dk/um/10529/index.htm, pp22-24

1-5. Gesellschaft für Internationale Zusammenarbeit: GIZ[39]

1-5-1. Gender Equality Policies and Strategies of GIZ

In the "Development Policy Action Plan on Gender 2009-2012" published by BMZ, it puts effort in promoting gender mainstreaming and strategies focusing on women in all foreign aid implementing agencies and institutions related to BMZ, while at the same time it gives high priorities to the combination of women's rights and empowerment[40]. The Action Plan holds the below four principles as priorities[41].

1. Women's economic empowerment
2. Women in armed conflicts and their role in conflict management
3. Gender specific challenges and responses to climate change
   (The effects the climate change can bring to women as food producers)
4. Sexual and reproductive health-family planning
   It also holds the below five methods as strategies to promote gender mainstreaming[42].

1. Providing training for BMZ staff and implementing organisations
2. Reviewing, revising and adapting the "gender marker" concept
3. Analysing conceptual criteria in terms of their practical application and linkage with existing programmes from a gender perspective
4. Reviewing of all phases of the project cycle to determine where there is a need for adaptation to gender mainstreaming
5. Identifying the country-specific priorities where gender mainstreaming can be improved

In the "Corporate Strategy on Gender Mainstreaming 2006-2010" [43]published by GTZ (present GIZ), it introduces the details of the procedures and timelines for organizational reform, allocation as well as progress of each section in charge of gender

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[39] Former GTZ. http://www.giz.de/en/

[40] "Development Policy Action Plan on Gender 2009-2012" by GIZ,

http://gender-in-german-development.net/files/images/pdf/Empowerment/de-genderaktionsplan-2009.pdf, p6

[41] Footnote 40, p7

[42] Footnote 40, pp9

[43] "Corporate Strategy on Gender Mainstreaming 2006-2010" by GIZ,
http://www2.gtz.de/dokumente/bib/06-1073.pdf,

mainstreaming in the different departments for promoting gender mainstreaming.

"Gender and project Management[44]" introduces some examples of gender-related cases for reference as a crosscutting issue, and exhibits the relations between gender and various areas of development assistance, and the impacts they bring to the economic activities of the targeted countries where development assistance projects are being implemented.

Examples

a) The transport sector and gender in Swaziland[45]

This initially apparently "gender-neutral" project to assist the public bus transportation turned out to be gender-related project after many women market traders claimed for the scheduling of bus routes to include destinations and times to suit their market activities.

b) Regional rural development and gender in the Dominican Republic[46]

 Within the scope of the regional development project where many charcoal makers/traders live, it is decided to take a survey on women who takes responsibilities for the health of their families so as to secure health of residents. Women did not initially participate the meeting. The project brought from women's absence from the village meeting to passive attendance, and gradually shifted to providing women the courses on food and health-related topics –"harmless topics"- which men agreed to. From these courses emerged women's grassroots organizations and activities.

c) Family planning and gender in Morocco[47]

 In Morocco, women are not allowed to leave the house alone. This limited mobility of women hinders family planning, because women cannot go out alone to obtain contraceptives at health stations which are generally far away from home, even if their husbands agree to practice family planning, and eventually fall for unwanted pregnancies. In order to change this situation the discussions were held among men and

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[44] "Gender and Project Management" by GIZ, http://www2.gtz.de/dokumente/bib/02-5196.pdf, pp
[45] Footnote 44, p8
[46] Footnote 44, p10
[47] Footnote 44, p15

women. Although they have not reached conclusion, some men including the mayor of the village raised voice to give women greater freedom of movement, which is surely a big progress.

d) Environmental conservation, rural development and gender in Peru[48]

Within the scope of the environmental conservation and rural development project in eastern part of Andes, Peru, it successfully managed to provide agricultural extension services that meet the needs of specific activities which women engage in, in addition to taking consideration for environmental conservation. Afforestation in the project region also offers positive impacts not only from an ecological stance, but also from a point of view that women do not have to travel long distances to gather fuel-wood. The analysis revealed that the sales of vegetables and small animals, particularly in communities that are close to towns, generate a relatively high income, which led to women to receive extension services on market gardening, small animal husbandry and marketing.

e) Assistance for improvement of rural drinking water supply and gender in Niger[49]

The project primarily aimed to improve drinking water supplies for the rural village by building and rehabilitating dug wells. In order to promote active participation of women who play a key role in drinking water supply and hygiene education, the imposition of a quota (about half of drinking water management committee members must be women) was realized with the help of extremely intensive training for women and involving them in the organizational and decision-making structures. This was to respond to the claims from some women that they often have difficulties collecting water contributions from male villagers, because some paid their water fees jointly, some did not pay them regularly and in full to the treasurer, the cash-book was often kept by the president of the committee, which resulted in attempted fraud.

In order to solve these problems, the discussions were made among all the participants, and several ideas were brought from both women and men.

Women: The money should be collected only at fixed times at a predetermined place (preferably in the yard of the village chief), and only by the treasurer

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[48] Footnote 44, p17
[49] Footnote 44, p19

Men: The contributions of male contributors be collected by a man and then passed on to the treasurer

At the end of the discussions all participants agreed to the women's proposal and also it was agreed that the cash-book must be kept by the treasurer. If payments were not made regularly the village chief should intervene and take appropriate steps.

The external consultant at first felt that it was unreasonable to expect women to collect money from men in a traditional environment, and said that this would hurt women more than it helps them, making it a typical example of a poorly understood attempt to force equal rights. The teams of facilitators, however, claimed that it is the wish of both male and female contributors that the treasurer should be a woman, saying that women enjoy greater trust because "if a woman were to steal money she would be sent away from the village, while if a man steals money it is considered normal and he is allowed to stay." It is a good lesson that everything should be discussed by all including the project targeted groups, and if these changes are to be accepted in the long term, maybe one day a woman president will be appointed to a well management committee.

1-5-2. Reports on Gender Equality Projects by GIZ (2001-2005, 2010-2012)

In the evaluation report published by GTZ (present GIZ) on gender mainstreaming from 2001 to 2005, both women and men derived benefits from the projects conducted by GTZ, the gender expertise of German TC is internationally recognised and in demand, and the share of women in management positions has increased by 30 percent. As for the next step, it suggests to achieve linking gender-differentiated procedures more closely with results-based management, integrating gender aspects into all phases of project and product management, and applying a human resource development approach that promotes gender competence as a quality criterion of professional expertise[50]. Further recommendations are made as future tasks to work on, that are to revise gender strategy to achieve the objectives of increasing women in management positions and bringing equal benefits for both women and men concerning technical cooperation, to consider the establishment of gender units in the organization, gender team in the sector projects with gender priority areas or the planning officer for each gender project as well as the creation of a unit with responsibility for implementing and

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[50] Footnote 43, pp20-22

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reviewing the corporate strategy on gender, to strengthen gender-oriented results monitoring, and to organize public round tables and discussions on gender-related issues[51].

In the "Measuring-Assessing-Making Improvements, Finding and conclusions from monitoring and evaluation, 2010-2012" [52], it says although the trainings offered by GIZ fairly keeps balanced selection of participants according to age, gender and regional origin which received positive rating, it recommends to give greater consideration to gender aspects when performing needs analysis as well as to suggest that women themselves should play a greater part in designing the projects and measures. It also suggests that the use of capacity assessment and mandatory gender analyses provides a better baseline for planning a project or a programme[53].

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[51] Footnote 43, pp26-27
[52] "Measuring-Assessing-Making Improvements, Finding and conclusions from monitoring and evaluation, 2010-2012" by GIZ,
http://www.giz.de/en/downloads/giz2013-en-evaluierungsbericht-2010-2012.pdf, pp18, 23
[53] Footnote 52, p41

1-6.   Department for International Development: DFID

1-6-1.   Gender Equality Policies and Strategies of DFID

In the "DFID Research Strategy 2008-2013 Working Paper Series: Mainstreaming Gender in Research", it raises the issues of climate change, agriculture, health, and governance as the crosscutting themes related to gender[54]. As for climate change, it explains that women and children are 14 times more likely to die than men during disasters, and that the majority of climate change adaptation strategies currently do not incorporate a gender perspective and there is a lack of research as well. Concerning agriculture, it suggests that research is needed into technologies that can reduce women's domestic workload to allow them to participate in other economic activities. For health sector it states that priority will be placed on what needs to be done to accelerate changes that can support safer childbirth. Finally, concerning governance, it states that the research is needed into the male dominance in formal politics as well as into the costs of women's exclusion from the labour market.

DFID states its principle objective, in its brief paper "A New Strategic Visions for Girls and Women, Stopping Poverty Before It Starts", as reaching girls early enough in their lives can give them to transform their life chances which helps break the cycle of poverty between one generation and the next. It sets out four pillars for greater and more effective action[55];

-Delay first pregnancy and support safe childbirth
(Girls aged 10-14 are five times more likely than women aged 20-24 to die in pregnancy or childbirth)

-get economic assets directly to girls and women
(Agricultural outputs in many Sub Saharan Africa countries could increase by up to

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[54] "DFID Research Strategy 2008-2013 Working Paper Series: Mainstreaming Gender in Research", http://r4d.dfid.gov.uk/pdf/outputs/consultation/researchstrategyworkingpaperfinal_gender_p1.pdf, pp3-4

[55] DFID brief paper "A New Strategic Visions for Girls and Women, Stopping Poverty before it starts", https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/67582/strategic-vision-girls-women.pdf, pp1-6

20% if women's access to agricultural inputs was equal to men's)

-Get girls enough secondary school
(Providing girls with an extra year of schooling increases their wages by 10-20% and women with more years of schooling have better maternal health, fewer and healthier children and greater economic opportunities)

-Prevent violence against girls and women
(Violence against women occurs least in egalitarian relationships. A lack of power is a predictor of violence)

It also aims to improve sustainable improvement of the lives of women and children by supporting for women's political empowerment[56], and it will continue to mainstream gender across all other areas of its programme – including climate change, governance, peace and security, HIV – and to monitor and evaluate the impact of this work[57].

In "Gender Manual" [58], it presents below four key steps of gender mainstreaming[59].

Step 1: Sex disaggregated data and gender analytical information

Step 2: Women as well as men influencing the development agenda

Step 3: Context-specific action to promote gender equality

Step 4: Organisational capacity building and change

In the above manual, it introduces detailed practical tools and guidelines for each section. As for "Sex disaggregated data and gender analytical information", it describes the definitions of technical terms, information needed (beneficiary groups and development policy-making, management and implementation agencies), time and place for data collection, creation of gender analytical frameworks for both beneficiary groups and development organisations (enquiries and issues to consider), "gender

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[56] Footnote 55, p1-2
[57] Footnote 55, p4
[58] "Gender Manual 2002: A Practical Guide for Development Policy Makers and Practitioners" by
DFID, http://www.allindiary.org/pool/resources/dfid-gender-manual.pdf
[59] Footnote 58, p11

budgets" that are expenditures specifically targeted to groups of women or men to meet prioritised needs and specifically targeted to promote equal opportunities for women and men, and general or mainstream budget expenditure making goods and services available to the whole community, as well as gender budget tools for implementation and evaluation of projects[60].

In "Influencing the development agenda", it suggests gender-sensitive stakeholder analysis, participation of women in decision-making in community level through activities to gain support from men and links with local authorities as well as strategy tools for promotion of women's participation in national policy making processes through network, advocacy and lobbying activities linking gender equality and poverty elimination[61].

In "Context-specific action to promote gender equality", it introduces a checklist for types of action and issues to consider on organizational and beneficiary levels for promotion of gender equality, in addition to describing how and where to include gender in project and logical frameworks, target groups, purpose and goal, gender-sensitive indicators (quantitative and qualitative), and use of criteria for eligibility checklist[62]. What is notable among those is the shift in the evaluation method from women as targeted groups to gender equality (removal of gender discrimination).

"Organisational capacity building and change" deals with strategic actions to take and issues to consider for organizational capacity building, allocation of gender focal staff, reflect of gender aspects in all policies within the organization as well as the methods to do so, gender training, and promotion of senior management support[63].

1-6-2. Reports on Gender Equality Projects by DFID (1995-2004, 2011-2012)

One of the reports that evaluates DFID's gender-related projects is the "Evaluation of DFID Development Assistance: Gender Equality and Women's Empowerment" [64], which covers the projects implemented between 1995 and 2004. The evaluation of the projects by DFID during the above decade is as below[65].

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[60] Footnote 58, pp13-19
[61] Footnote 58, pp20-25
[62] Footnote 58, pp26-30
[63] Footnote 58, pp31-38
[64] "Evaluation of DFID Development Assistance: Gender Equality and Women's Empowerment, DFID's Experience of Gender Mainstreaming: 1995 to 2004(2004)",
http://www.oecd.org/countries/bangladesh/35074862.pdf
[65] Footnote 64, p24

-Develop a better picture of how consistently gender equality objectives have been taken forward across DFID's programmes;

-Explore links between approaches and strategies used in different contexts, the effects these have had on country planning processes, and the contribution of these strategies to wider strategic processes;

-Examine in more detail the use of gender equality markers and levels of commitment, using evidence from different levels in DFID

In the "Annual Report and Accounts 2011-2012", it evaluates the works of DFID that the objective of "Eliminating gender disparity in primary and secondary education, preferably by 2005 and in all levels of education no later than 2015", as stated in Millennium Development Goals, is "lagging", and boys are still more likely than girls to attend primary school in all regions except East Asia. There is only a rise of five percentage points since 1999 in girls' access to education in primary schools, though girls are becoming more equal when it comes to accessing education[66].

Promoting gender equality and empowering women in Ghana is on track to achieve in primary education, however, gender parity in secondary education is still off track. DFID Ghana's education programme is tackling this by ensuring incentives for those who are currently out of school the chance to re-enter education. Under this programme, already 10,000 children have given the chance to re-enter education[67]. It is reported that there still exists gender disparity in terms of gender projects conducted in Malawi and Nepal[68].

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[66] "DFID Annual Report and Accounts 2011-2012",
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/67353/Annual-report-accounts-2011-12.pdf, p18
[67] Footnote 66, p50
[68] Footnote 66, pp55, 57

1-7.   United States Agency for International Development : USAID

1-7-1. Gender Equality Policies and Strategies of DFID

USAID holds below seven guiding principles as core part of its policy framework between 2011 and 2015[69].

a) Integrate gender equality and female empowerment into USAID's work

b) Pursue an inclusive approach to foster equality regardless of age, sexual orientation, gender identity, disability or disease status, religion, ethnicity, socioeconomic status, geographic area, or migratory status

c) Build partnerships across a wide range of stakeholders

d) Harness science, technology, and innovation to reduce gender gaps and empower women and girls

e) Promote women's participation in all efforts to prevent, resolve and rebuild following conflict in post-conflict and/or fragile states and address the different needs and priorities of women and men.

f) Measure performance in closing key gender gaps and empowering women and girls, learn from successes and failures and disseminate best practices on gender integration throughout the Agency.

g) Hold ourselves accountable

As for the policies on prevention and response to Gender-Based Violence, USAID holds below as its principle strategies[70].

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[69] "Gender Equality and Female Empowerment Policy 2012" by USAID,

http://www.usaid.gov/sites/default/files/documents/1870/GenderEqualityPolicy.pdf, pp1-2

[70] "United States Strategy to Prevent and Respond to Gender-Based Violence Globally 2012" by USAID, http://www.state.gov/documents/organization/196468.pdf

Objective 1: To increase coordination of gender-based violence prevention and response efforts among United States Government agencies and with other stakeholders[71]
(Greater collaboration with other stakeholders, including civil society, multilateral organizations, other donors, and the private sector)

Objective 2: To enhance integration of gender-based violence prevention and response efforts into existing United States government work[72]
(Integrate content on gender-based violence into existing agency programs and policies, and increase the use of existing platforms)

Objective 3: Improve collection, analysis, and use of data and research to enhance gender-based violence prevention and response efforts[73]
(Promote research, data collection, analyses on gender-based violence and at the country and local level and monitoring and evaluation of United States government programs, identify and share best practices, lessons learned within and across agencies and with outside partners)

Objective 4: Enhance or expand United States government programming that addresses gender-based violence[74]
(Replicate or scale up successful programs, and use of pilot country approach and evaluation)

Based on these lessons, successful policies and programs that prevent and respond to gender-based violence need to[75]:
-Recognize that violence can occur throughout the life cycle;

-Recognize the cycle of abuse, as research indicates that experiencing violence as a child increases one's risk of experiencing or perpetrating violence later in life;

-Ensure attention to vulnerable and underserved populations, including women and girls living in poverty or rural areas; women and girls with disabilities; those who are stateless, internally displaced or refugees; tribal or indigenous women; and religious or

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[71] Footnote70, p15
[72] Footnote 70, pp17-18, 37
[73] Footnote 70, pp 18-20, 39
[74] Footnote 70, pp 21-23, 39
[75] Footnote 70, pp13-14

ethnic minorities;

-Engage women as well as men and girls in policy and culturally appropriate program development, implementation, and evaluation;

-Engage religious, community, business, local civil society, and local government leaders and health care providers to prevent and respond to gender-based violence in their communities;

-Understand the causes and socio-cultural dynamics that perpetuate violence;

-Carefully consider the potential impact of all efforts in order to do no harm to the individuals that such efforts intend to support and protect

   USAID holds below as the objectives for gender strategies.

a)   Reduce gender disparities in access to, control over and benefit from resources, wealth, opportunities and services - economic, social, political, and cultural
b)   Reduce gender-based violence and mitigate its harmful effects on individuals
c)   Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies

   The U.S. supports gender-related work in a range of sectors, including economic growth, agriculture and food security, education, conflict mitigation and resolution, civil society and the media, and climate change. These activities should include efforts to mobilize men as allies in support of women's participation and in combating gender-based violence[76].

   It also introduces new indicators for future evaluation of the results of projects from gender perspective. The indicators will check the proportion of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities, and the number of people reached by a USG funded intervention providing GBV services (e.g., health, legal,

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[76] "Foreign Operations, FY 2011 Performance Report, FY 2013 Performance Plan" by USAID, http://www.usaid.gov/sites/default/files/documents/1870/APR2011-2013.pdf, p116

psycho-social counseling, shelters, hotlines, other) [77].

The "United States Action Plan on Women, Peace and Security 2011" published by the government of the US describes the need for women's political participation and legal and legislative support for provision of services for women, as well as the implementation procedures. Women's political participation includes women as mediators for conflict resolution and advisors for policy-making to prevent wars before they occur. Legal and legislative support includes support for sexual violence and resultant infection control measures and legal legislative support particularly for women during and after conflicts such as reintegration of female soldiers into society[78].

"Gender Integration in USAID (2011)" explains an example of cross-sector approach concerning gender. It says that a significant correlation was found between hunger and gender inequality: countries with the highest levels of gender inequality had the highest levels of hunger. The statistical correlation of hunger and gender inequality demonstrates that confronting gender inequality is a key element of reducing global hunger[79].

1-7-2. Reports on Gender Equality Projects by USAID (2011)

"Foreign Operations, FY 2011 Performance Report, FY 2013 Performance Plan" states that since 2000, the USAID has provided over $70 million in targeted GBV programming and engaging with projects that better address the unique needs of women and children in conflict situations[80]. It also describes that in fiscal year 2011, Conflict and Humanitarian Assistance (DCHA) supported project activities reached an estimated 457,000 beneficiaries with programs to prevent and respond to GBV (such as health and psychological services, linkages to justice and legal systems, and centers for women and girls)[81].

It also states in the report that under the humanitarian assistance, which is one of the strategic goals of USAID, the percentage of NGO or other international organization

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[77] Footnote 76, p117-118

[78] "United States Action Plan on Women, Peace and Security 2011",
http://www.whitehouse.gov/sites/default/files/email-files/US_National_Action_Plan_on_Women_Peace_and_Security.pdf, pp3-21

[79] "Gender Integration in USAID (2011)", http://pdf.usaid.gov/pdf_docs/PNADZ581.pdf, p11

[80] Footnote 76, p104

[81] Footnote 76, p105

projects that include dedicated activities to prevent and/or respond to gender based violence is rising gradually, which can be proven by the data that says it was 27.5% in 2008, 28.3% in 2009, 30% in 2010, and 38% in 2011 which was above the targeted 35%. What is notable of USAID is that it defines marginalized and at risk populations as people including women, religious minorities, and disabled, indigenous, and lesbian, gay, bisexual (LGBT) and transgendered people. It also reports that the number of women trained through Bureau of Democracy, Human Rights and Labor (DRL) Civil Society/Women's Programs of USAID was 600 in 2010, and 2060 in 2011, much above the targeted 700 people[82].

The report shows below examples as the results for 2011 FY, related to gender issues in several targeted countries[83].

- Establishing a gender unit in the Ministry and improving job training for women workers (Egypt)

-Promoted women's political participation and participation for election (Tunisia and Egypt)

- Launched the first ever female-owned commercial advertising agency to advance woman's role in the media industry and to cultivate on women's political, economic, and social participation across the country (Iraq)

-Provided funds to increase the technical capacity of the police to uncover, analyze, and catalog forensic evidence from mass graves and investigate GBV crimes; train local leaders to preserve evidence and aid the authorities in their investigations; and provide legal and psychosocial counseling for victims living in remote areas via a mobile unit (DRC)

- Successful educational campaign for village residents and political and religious leaders led to the first of its kind declaration of a village being "Female Genital Mutilation Free." (Iraq)

-A U.S.-funded program conducted a survey of working conditions for women in

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[82] Footnote 76,p57
[83] Footnote 76, p50-56

manufacturing which improved women's attitude toward the quality of their work and family life (Belarus)

- U.S. initiative brought female Lao officials to Mongolia to meet with female-run civil society organizations (CSOs) and other groups that promote women's participation and rights protection which greatly increased participants' understanding of the positive role civil society can play in a country (Laos)

-Provided trainings for female journalists (Tajikistan and Nepal)

In "United States Strategy to Prevent and Respond to Gender-based Violence Globally", it introduces "Together for Girls (TfG)" as one of the collaboration between the US government and other institutions[84]. It has been conducting surveys in African and Asian countries since 2009, which revealed that one out of three girls had experienced sexual violence as a child, which led to introduction of legislation on violence and sexual offenses, establishment of child-friendly courts for testimony on sexual violence, and integration of sexual offense units trained to work with children in police stations in the country. In Tanzania, three out of every ten girls and one out of every seven boys reported at least one experience of sexual violence prior to age 18. A task force composed of a variety of government ministries was developed and launched a multi-sector action plan for policy and program interventions that built off of the results of the survey.

The U.S. Centers for Disease Control and Prevention (CDC), in partnership with the other United Nations agencies and others, has documented the magnitude and scope of violence against women in humanitarian settings through population-based studies in Liberia, East Timor, and Uganda. Following reports of displaced women risking attacks to collect firewood, they developed and supported to better address fuel and firewood needs in humanitarian settings, and have been working on prevention of violence and response to risks such as provision of medical and mental health care for victims since 2009[85].

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[84] Footnote 70, p16
[85] Footnote 70, p16, 24

2. **Gender mainstreaming in the bilateral aid agencies; funds for NGOs based in their own countries**

Next, the report introduces the data on whether different bilateral aid agency require NGOs applying for their funds to provide information on gender as one of the criteria and/or to address gender issues and improvements achieved in the project completion reports, which can show as an indicator to measure the implementation of gender mainstreaming within each government and bilateral aid agency.

According to the fund application guidelines of each bilateral aid agency for NGOs based in its own country, whether they require the description of gender-related information in the application forms/project completion reports is as below.

Table 8: Gender as one of the criteria for applying for funds (for NGOs)

	Application Guidelines		Application Form		Project Completion Report			
	Requests applicants to give consideration for gender		Applicants need to describe how they will achieve gender equality		Applicants need to describe the numbers of beneficiaries according to gender and/or disability		Applicants need to describe how they achieved gender equality	
	Yes	No	Yes	No	Yes	No	Yes	No
SIDA	○		○		△*1		○	
CIDA	○		○		○		○	
AUSAID	○		○		○		○	
DANIDA	○		○		△*2		○	
GIZ (former GTZ)	○		○		△*3		○	
DFID	○		○		○		○	
USAID	○		○		△*4		○	

*1 : Although they do not require the numbers of beneficiaries, they require the numbers of female and male staff members engaging in the project.

*2 : It is not clear whether they require numbers of female/male beneficiaries due to the absence of fixed application form, however there are some project completion reports

that describes the numbers of female/male beneficiaries.

*3 : There is no requirement for numbers of beneficiaries, however the guidelines clearly state that the applicants need to describe the impact of the project concerning gender equality in details.

*4 : There is no requirement for numbers of beneficiaries, however the guidelines clearly state that the applicants need to describe the impact of the project concerning gender equality in details.

As it can be seen from the above, all bilateral aid agencies require in the guidelines the NGOs applying for their funds to describe considerations for gender and society in their project plans. Many require exact numbers of people involved in the projects according to gender, while all require the funds receivers to write down numbers of people involved in the project according to gender. Asking the applicants to write dwon the exact numbers of people involved in the project according to gender as a prerequisite from the project planning stage, as well as requesting them to describe the gender-related impact of the project achieved after the project for evaluation will ensure the true introduction and promotion of gender equality and mainstreaming.

In order to permeate gender equality among the Japanese NGOs conducting aid programs in developing countries, especially in the sectors not directly related to the support for women, it could be useful to make it a requirement to write down the exact numbers of expected/actual beneficiaries according to gender and/or social minorities in line with the objectives of the project in all applications and project completion reports, or to request applicants to set the ratio of beneficiaries according to certain groups, instead of simply suggesting the importance of gender equality and/or consideration for gender issues.