



## our goals

- Integrating gender for better outcomes and more equitable results
- Cutting across all aspects of development
- Helping programs realize their *win-win* potential

### OUR PRACTICE

- Building gender awareness
- Accounting for project inputs and results
- Integrating gender analysis in program strategy, design, and implementation
- Applying gender-sensitive performance indicators

### OUR APPROACH

- Advancing broad-based prosperity for all members of society
- Involving both men and women in program development
- Providing equitable access to opportunities, resources, rewards, and respect
- Advocating gender-aware policies

### ACCESSING DEVTECH'S SERVICES

To access DevTech services, please visit our website ([www.devtechsys.com](http://www.devtechsys.com)) for an up-to-date listing of current U.S. government contracting vehicles. Vehicles include:

#### Prime Contracts

- The General Services Administration (GSA) Management, Organizational, and Business Improvement Services (MOBIS) price schedule (SIN 874.1 & SIN 874.7) can be used for short-and/or long-term projects in any sector
- USAID Gender Equality and Women's Empowerment (GenDev) Short-term Technical Assistance and Training contract through 2012
- USAID Senegal Blanket Purchase Agreement through 2015

#### USAID Indefinite Quantity Contract (IQC)

DevTech is a subcontractor on the USAID/Support for Economic Growth and Institutional Reform in Global Business, Trade, and Investment Services (GBTI II) through 2013



## gender

# integrating gender in development practice

DevTech Systems Inc. (DevTech) is committed to building gender awareness, equipping development practitioners with tools to better address gender in their programs, and advancing gender-aware policies.

## DEVTECH

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## DEVTECH



**DevTech transfers skills in gender integration to clients and partners to ensure sustainable outcomes**

## **INTEGRATING GENDER IN KEY DEVELOPMENT SECTORS**

Integrating gender into development activities in all sectors adds value and ultimately leads to better and more equitable results. DevTech has expertise in gender integration and training in the following sectors:

- Agriculture and Food Security
- Climate Change & Natural Resource Management
- Democracy & Governance
- Economic Growth & Competitiveness
- Education and Training
- Gender-based Violence (Health & HIV/AIDS)
- Information & Communication Technology
- Sustainable Tourism & Trade
- Water
- Workforce Development

## **BUILDING CAPACITY IN GENDER PROGRAMMING**

### **Gender Analysis and Portfolio Assessments**

DevTech conducts assessments of development programs and identifies gender issues that impact development outcomes. Ensuring that gender is considered promotes continuous program improvement.

- Analysis of gender relations in the context of conflict in Haiti and Colombia
- Cross-sectoral gender assessments for USAID Missions worldwide including Azerbaijan, Cambodia, Guatemala, Guyana, Russia, South Africa, Sri Lanka, and Tanzania
- Gender-based study of access to rural radio in Mali
- Gender impact assessments in Macedonia regarding Economic Growth Cluster Competitiveness programs
- Gender integration in analysis of periurban electrification strategies in Brazil, India, the Philippines, and South Africa
- Portfolio assessment to integrate gender into conservation and natural resource management strategies in Mexico

### **Activity Design and Implementation**

DevTech provides hands-on services in gender for all phases of planning, design, and implementation of country programs and sector level strategic objectives.

- Implementation of activities focusing on gender mainstreaming for the West Africa Water Initiative
- Gender, disabled persons, and minority outreach for voter education and electoral processes in Namibia
- Integration of gender into sustainable tourism initiatives in Mozambique

### **Monitoring & Evaluation**

DevTech assists clients and partners in developing and implementing monitoring frameworks that promote progress toward achieving program results, objectives, and goals. Identification of appropriate gender sensitive indicators is a cornerstone of DevTech's Monitoring & Evaluation practice.

- Data collection and assessment of gender-earmarked projects in Afghanistan
- Participatory evaluation of an agricultural research and extension project in Ethiopia

### **Training in Gender Integration**

DevTech designs gender training modules for specific sectors and country priorities, and offers follow-up technical assistance according to client priorities. Tools and training are tailored to each client in order to assist them in applying new skills and knowledge to their programming.

- Global training for USAID on gender-based violence and trafficking in persons
- Regional gender trainings in Africa, Asia, Latin America, and the Middle East
- Training of Mission staff and partners as part of gender assessments

### **Gender Focused Programming**

Combating gender-based violence, particularly school-related gender-based violence (SRGBV) has been a DevTech priority. Community action planning, life skills training, counseling, and teacher training are components to successful gender integrated programming.

DevTech developed an integrated framework for reducing SRGBV. The firm successfully piloted the program in Ghana and Malawi.

