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Measuring Gender Integration at USAID



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Overview

- Background
- Genesis of the Study
- Methodology
- Findings





Background

- Gender has been an important issue at USAID for 3 decades.
- Guidelines issued in 1995 focused on women in the context of poor, disadvantaged and marginalized groups. (Guidelines for Strategic Plans, 1995 ADS)
- The ADS 200 and 300 series strengthened USAID commitment to gender as a key development issue; increased capacity to address gender in all programs; and improved monitoring and evaluation of program impact on women and men.



Background cont'd.

- 2003 ADS guidance explicitly required attention to gender in strategies and procurement solicitations.
 - “Strategic Plans must reflect attention to gender concerns.”
- In regards to competitive solicitations, it states that contracting officers must:
 - Incorporate into the Request for Proposal (RFP) the statement outlining gender issues; and
 - Include in the RFP an appropriately weighted technical evaluation criterion addressing the gender considerations specified in the statement.



Background cont'd.

- In grants and cooperative agreements, ADS policy requires the following:
 - A statement outlining gender issues or a rationale for not including such a statement must be included in the competitive RFA or APS; and
 - Whenever gender issues are to be incorporated into the activity, the RFA or APS announcement must state the requirement.

Genesis of the Study...



Measuring Gender Integration at USAID

- Analysis of USAID's progress in integrating gender in:
 - Country Strategic Plans (CSPs)
 - Solicitations for competitive procurement of contracts and grants
- Country Strategic Plans were divided into two groups:
 - Pre-2003 (1997 – 2002)
 - Post-2003 (2003 – 2005)
- Procurement solicitations were sampled between May 2006 – February 2007

Methodology

- Review of 75 Country Strategic Plans
 - 27 from Africa
 - 16 from Asia and Near East
 - 16 from Europe and Eurasia
 - 16 from Latin America and the Caribbean
- Analysis of 147 procurement solicitation documents for two weeks in each of four quarters from 2006-2007
 - 56 contracts
 - 70 grants
 - 21 Annual Program Statements

Methodology (continued)

- Scoring was based on specific questions regarding the discussion of gender throughout the document
- Documents were scored on a scale of 0 – 3
 - 0 – no discussion of gender
 - 1 – minimal discussion
 - 2 – moderate discussion
 - 3 – thorough discussion



Country Strategic Plans - Methodology

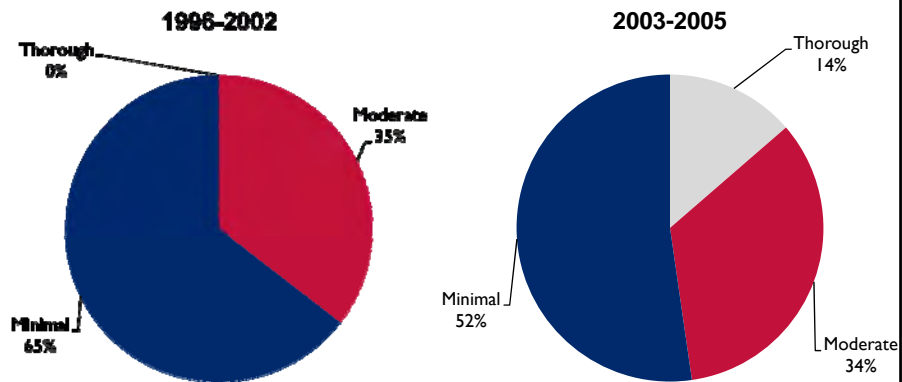
Six questions were addressed in the sampled CSPs :

1. **Basic Gender Information** - Is any contextual information presented on gender in the discussion of development problems?
2. **Identification of Gender Concerns** - Are any gender issues referenced that need to be addressed as part of the planned program or during activity implementation? Are gender-based constraints identified?
3. **Identification of Gender Priorities** - Are any gender priorities identified as a part of the planned program or activity description?
4. **Gender Aspects of Proposed Approaches** - Are gender considerations discussed as a part of the description of how the program or activity should be implemented?
5. **Treatment of Gender Concerns in Program Monitoring** - Is there a plan to monitor progress indicators that reflect the program or activity's salient gender concerns? Is there mention of the need to collect data to monitor male/female participation and benefits?
6. **Treatment of Gender Concerns in Program Management** - Are any management considerations discussed that will promote effective treatment of gender concerns in the program?

Country Strategic Plans - Findings

- Results of entire sample:
 - 8% scored as thorough
 - 35% scored as moderate
 - 57% scored as minimal
- Increase in consideration of gender is clear from the pre- and post-2003 data.
- When sample was divided into pre- and post-2003 strategies:
 - All the CSPs that were scored as thorough were from post-2003 period.

**Gender Integration in Country Strategies: 1996-2005 (n=75)
Scores By Period**



CSPs - Analysis by Strategic Objectives

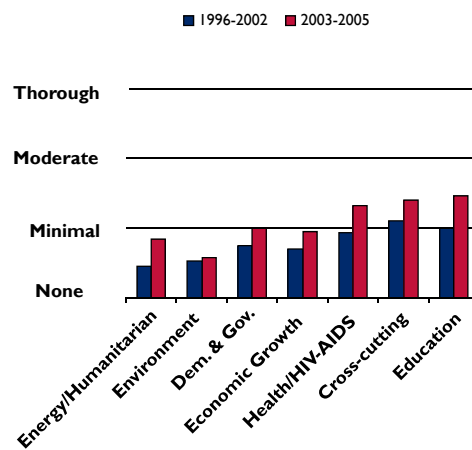
- Score changes for strategic objectives (304) in CSPs written before and after 2003 is significant.
- Percentage of *thorough* scores increased from 1% in pre-2003 to 14% in post-2003.
- Percentage of *minimal* scores decreased from 72% in pre-2003 to 58% in post-2003.
- Percentage of scores in *moderate* category stayed about the same.

CSPs - Analysis by Sector

- 75 CSPs included 304 strategic objectives
- Strategic Objectives were grouped into 7 sectors
 - Education
 - Health/HIV-AIDS
 - Democracy/Governance
 - Economic Growth
 - Environment
 - Energy/Humanitarian
 - Cross-cutting



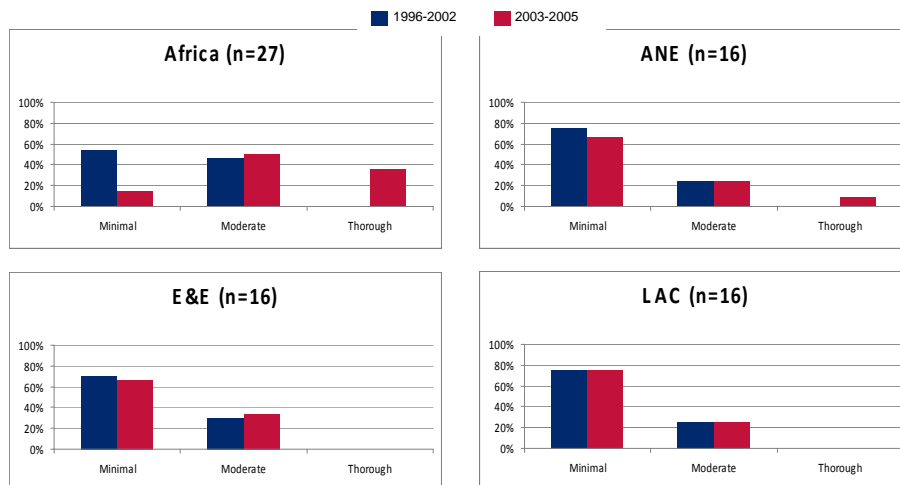
Gender Integration in Country Strategies: 1996-2005 Average Scores by Sector



CSPs – Analysis by Region

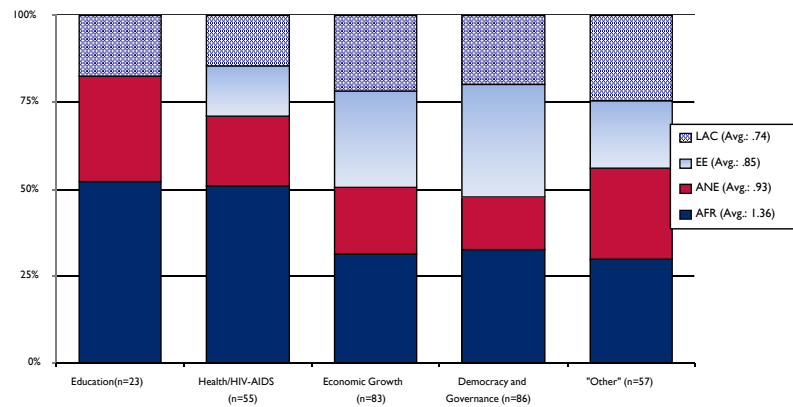
- The Africa region leads in improvements from pre-to post-2003.
- The Europe and Eurasia region shows minor progress between the two time periods.
- The ANE region changed little in the minimal and moderate categories, but in post-2003 it had an 8% increase in the thorough rating.
- The LAC region did not reflect a change in either time period.

Gender Integration in Country Strategies: 1996-2005 Scores by Region and Period



Gender Integration in Country Strategies: 1996-2005 Sector Distribution by Region

(of 304 Objectives from 75 CSPs)



Other comprises small sample objectives, e.g. environment, energy, humanitarian, cross-cutting, and health/education.

Measuring Gender Integration in USAID Procurement Documents

- Data drawn at three-month intervals over a one-year period
- 147 Procurement Documents
 - RFAs (70)
 - RFPs (56)
 - APSs (21)
- 7 Sectors
 - Agriculture
 - Health
 - Education
 - HIV/AIDS
 - Energy/Environment
 - Democracy & Governance
 - Economic Growth
- 4 Regions & Worldwide





Procurement Solicitation Documents - Methodology

Five questions requiring yes/no answers were asked:

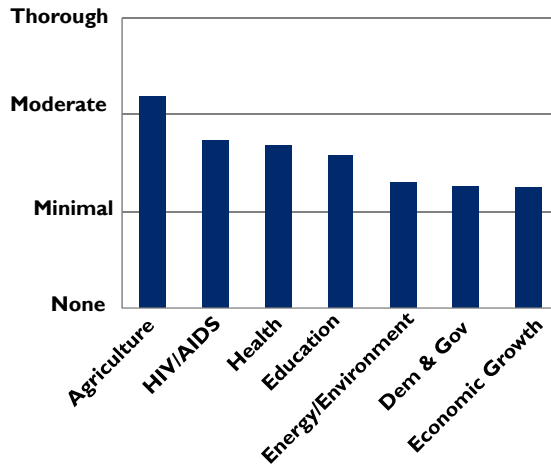
- **Identification of Gender Concerns** - Does the document provide any contextual information on gender and/or identify specific gender concerns or priorities?
- **Gender Aspects of Proposed Approach** - Does the statement of work task proposers with addressing gender considerations in general or specific gender issues in their proposals?
- **Gender Expertise** - Does the document outline any gender-related requirements for key personnel or capacity of other staff?
- **Program Monitoring** - Does the document require collection of sex-disaggregated and/or other information to monitor the gender-differentiated effects of the project?
- **Gender-Related Elements of Technical Evaluation Criteria** - Do the criteria include any gender-related elements?



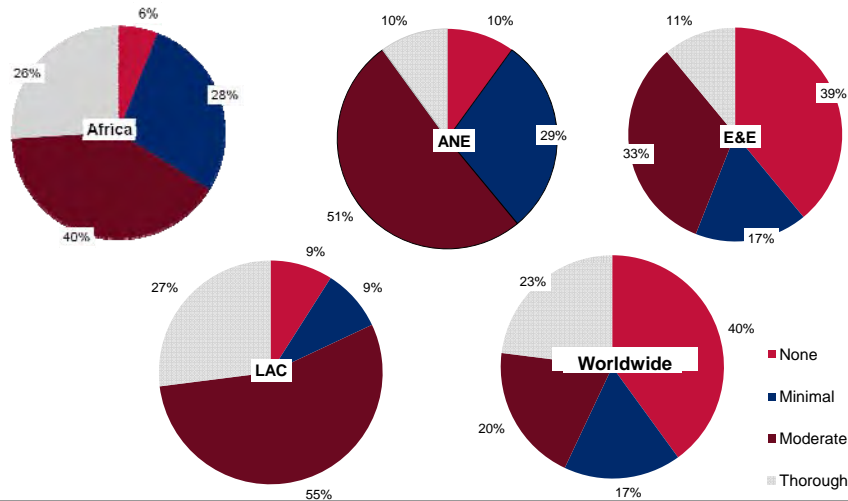
Scores by Type of Procurement Solicitation

- Requests for Applications (RFAs) received a higher average score than Requests for Proposals (RFPs).
- RFAs most likely to have a *thorough* discussion of gender.
- Difference between RFAs and RFPs may reflect program areas that use these documents.
 - 63% of RFAs were in sectors historically high in gender awareness (agriculture, education, health or HIV/AIDS, and trafficking in persons).
 - 41% of RFPs were for projects in economic growth, infrastructure, or reconstruction.
- Annual Program Statements (APSs) were least likely to reference gender considerations.

**Gender Integration in USAID Procurements, FY 06-07 (n=147)
Average Score by Sector**



**Procurement Solicitation Documents FY 06-07
Distribution of Gender Integration Scores by Region**





Summary of Findings

- An increase to gender attention in Country Strategic Plans followed from the 2003 explicit requirement to include gender.
- Variables that appear to explain the differences in attention to gender:
 - Sector
 - Geographic regions
 - Procurement mechanism
- USAID is working on areas needing improvement.