CIDA China Program

中国

Gender Equality Toolkit

Canada

GENDER EQUALITY TOOLKIT

CIDA CHINA PROGRAM

Canadian International Development Agency

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Acronyms and abbreviations

ACWF	All China Women's Federation
CDPF	Country Development Programming Framework
CEA	Canadian Executing Agency
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
ChEA	Chinese Executing Agency
CIDA	Canadian International Development Agency
CP	Concept Paper
EA	Executing Agency
EPR	End of Project Report
GAD	Gender and Development
GE	Gender Equality
JPSC	Joint Project Steering Committee
LFA	Logical Framework Analysis
MOA	Ministry of Agriculture (China)
MOFCOM	Ministry of Commerce (China)
MOLSS	Ministry of Labour and Social Security (China)
MOU	Memorandum of Understanding
NGO	Non-governmental Organization
NWCCW	National Working Committee on Children and Women (China)
ODA	Official Development Assistance
PAD	Project Approval Document
PIP	Project Implementation Plan
PMF	Performance Measurement Framework
PPR	Project Performance Report
PTL	Project Team Leader
RBM	Results-Based Management
RFP	Request for Proposals
TOR	Terms of Reference
TOT	Training of Trainers
WID	Women in Development
WTO	World Trade Organization
WUA	Water User Association

Key definitions

Gender and sex

Sex identifies the biological difference between men and women; gender identifies the social relations between men and women. It therefore refers not to men and women but to the relationships between them, and the way these are socially constructed. Gender relations and roles are context specific and change in response to altering circumstances.

CIDA policy on gender equality*

The objectives of the Policy on Gender Equality are:

- to advance women's equal participation with men as decision-makers in shaping the sustainable development of their societies;
- to support women and girls in the realization of their full human rights; and
- to reduce gender inequalities in access to and control over the resources and benefits of development.

Country Development Programming Framework (CDPF)

This document establishes areas of development cooperation between China and Canada. It can be found on the Internet at: http://www.acdi-cida.gc.ca/china-framework

Gender equality as a cross-cutting theme

Gender Equality will be emphasized in all programming, and specific measures will be supported to ensure gender equlity results are achieved.

Gender is not just about women!

Gender equality is not just about women, it is about addressing existing relations between men and women, gender roles and barriers to gender equality as an integral part of a project. Gender equality allows for the recognition that men and women often have different social, political, legal, and economic realities (in addition to those that they share in common). It does not necessarily mean the project or its components will focus uniquely on women (or men), although targeted approaches are sometimes necessary in order to reduce existing inequalities.

Gender mainstreaming

This is a process whereby relevant gender equality dimensions are integrated in the overall project or program, and where gender equality goals are sought through the use of tools such as gender analysis and through both gender-integrated and gender-specific programming.

Gender analysis

Over the years various gender analysis tools have been developed to seek answers to the following questions:

1) Who (women/men) does what in this community/institution/organization?
2) What resources do they use to fulfill their roles?
3) Who has access to what resources?
4) Who controls the use of these resources?
5) Who benefits? Who does not?

Note: Asking these questions at different stages of the project helps us to understand the impacts of programming on women and men and ensures that development results are delivered.

Gender assumptions

Our understanding of what women and men do in various communities/institutions/organizations is often based on our experience in a different context. There are assumptions about gender roles. The danger is that because gender roles differ from place to place and change over time, we might waste development resources by, for example, providing agricultural training to men in a context where women carry out the tasks. This is where gender analysis can provide up-to-date information and challenge inaccurate assumptions.

Gender equality and equity

The CIDA Policy on Gender Equality identifies equity as the means, and equality as the desired result, of development programming. Gender equity refers to the process of being fair to both women and men, while gender equality means that they enjoy the same status and conditions for realizing their full human rights and potential to contribute to development and are both able to benefit from the results.

Participatory development

It is a process through which the women and men most affected by CIDA's development programming participate in determining both the means and the results of that programming. Participatory development is not necessarily achieved only by having large numbers of people attend meetings and trainings; rather, opportunities in which women and men can themselves act as agents of change need to be facilitated.

Sex disaggregated data

They are data that are stratified by sex, thus facilitating our understanding of the different situations for women and men.

Women in Development (WID) and Gender and Development (GAD)

These approaches to development preceded the current thinking on gender equality. WID focused exclusively on including women and resulted in projects and activities directed only to women. GAD approaches are based on understanding the gaps that exist between the resources and opportunities available to women and men, and of the attempts to bridge those gaps. The GAD approach forms the methodological foundation for CIDA's current commitment to gender equality.

Introduction

Welcome to the CIDA China Program Country Development Programming Framework: Gender Equality Implementation Package

March 2007

The China Gender Equality Implementation Package is a guide to integrating gender equality principles into the work of the Canadian International Development Agency (CIDA) China Program. It is designed to bridge the current China Country Development Programming Framework 2005-2010 and CIDA's Policy on Gender Equality (March 1999). It has been created to ensure the realization of the CIDA China Program's commitment to gender equality as a strategic programming approach:

> "Gender equality as a **cross-cutting theme** will be emphasized in all programming, and **specific measures** (e.g. gender-related projects and analysis) will be supported to ensure gender equality results are achieved related to the CDPF objectives."

China Country Development Programming Framework 2005-2010

As a cross-cutting theme, the results of gender equality are to be explicitly and systematically integrated into all programming in CIDA's five key corporate sectors.

The China Gender Equality Implementation Package does not provide specific and separate expected results for gender equality. Rather, this Package is intended to guide users on how to integrate gender equality considerations into all aspects and all phases of programs and projects, in order to do two things:

- realize a vision of how the expected results of the Framework can be achieved and enhanced by taking into account current gender equality issues and trends in China, and by increasing equality between women and men, girls and boys; and

- ensure that the gender equality results that CIDA and the CIDA China Program are committed to are achieved, in the context of current Framework objectives.

This Implementation Package is the product of a process of research and consultation involving Chinese and Canadian program partners; Chinese officials and gender equality experts—e.g. scholars and researchers, and NGOs. The resulting analysis supports a vision of how the expected results of the CDPF can be achieved, and enhanced, by taking into account current gender equality issues and trends in China, increasing equality between women and men, girls and boys, and diminishing the gaps between them.

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This package is intended for use by CIDA staff and by Canadian Executing Agencies and their Chinese partners, and has been designed for flexibility and ease of use. Read it in its entirety and then, as needed, pull out the sections that are relevant to your work. New sections may be added in the future so if you see the need for a new tool or section, let us know.

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Focus on Results

CIDA's current approach to gender equality is to focus on gender equality results; in other words, results that contribute to reducing inequality between women and men, boys and girls. We are mainly concerned about actual changes in gender inequalities as program or project outcomes. The bottom line is, were there actual improvements relating to equality between women and men? CIDA has developed a Framework for Assessing Gender Equality Results (2005) in order to track its progress. This document can be found on CIDA's Internet site at:
http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUImages/GenderEquality3/$file/GE-framework.pdf

Canada and China are committed to gender equality

"We in China have made gender equality a basic state policy."

> Jiang Zemin, speech to the Fourth World
> Conference on Women, Beijing, 1995

China and Canada share the same goal: to promote the full equality of women and men in terms of their economic, social and political rights. In China this is enshrined in the Constitution of the People's Republic of China and in Canada it is enshrined in the Charter of Rights and Freedoms. This common commitment and both countries' key policies and programs supporting gender equality (GE) provide development programmers with all the needed justification for ensuring programs and projects contribute to greater gender equality. Key Canadian and Chinese commitments on GE are outlined in the table below.

Gender Equality Commitment	Date	Key Gender Equality Undertaking
INTERNATIONAL		
CEDAW (Convention on the Elimination of All Forms of Discrimination against Women)	1979—Canada and China	• to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women; • to establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and • to ensure elimination of all acts of discrimination against women by persons, organizations, or enterprises.
Beijing Platform for Action	1995—Canada and China	Identified areas of action: 1) poverty, 2) education, 3) health, 4) violence against women, 5) armed conflict, 6) women and the economy, 7) decision making, 8) institutional mechanisms, 9) human rights, 10) mass media, 11) women and the environment, and 12) the girl child.

Gender Equality Commitment	Date	Key Gender Equality Undertaking
Millennium Development Goals	2000—Canada and China	1) eradicate extreme poverty and hunger, 2) achieve universal primary education, 3) promote gender equality and empower women, 4) reduce child mortality, 5) improve maternal health, 6) combat HIV/AIDS, malaria and other diseases, 7) ensure environmental sustainability, 8) develop a global partnership for development.
NATIONAL		
CIDA's Policy on Gender Equality	1999	Identifies that gender equality must be considered as an integral part of all CIDA policies, programs, and projects.
2001–2010 Program for the Development of Chinese Women	2000—China	Focusing on six priority areas for improving women's status: 1) the economy, 2) decision making and management, 3) health, 4) education, 5) law, 6) environment.
JOINT		
CIDA China Program CDPF	2005–2010 CIDA and MOFCOM	Gender equality as a cross-cutting theme will be emphasized in all programming, and specific measures (e.g. gender-related projects and analysis) will be supported to ensure gender equality results are achieved related to the CDPF objectives: • to contribute to human rights, democratic development, and good governance in China through cooperation focusing on the rule of law, including legal, judicial, governmental, and legislative institutions, and standards and requirements of international instruments to which Canada and China are party; and • to promote environmental sustainability in China through support for Chinese efforts to manage environmental issues in rural western regions of China by enhancing the capacity of China's land resource management systems.

Project cycle and gender equality

Project cycle checklist for Executing Agencies

This section lists the recommended gender equality roles of Executing Agencies at various stages of the project cycle.

Project Implementation Plan (PIP)

- Ensure that the PIP includes a gender equality strategy that further elaborates the expected results and indicators from the Logical Framework Analysis (LFA).

- Ensure that the analysis is based on existing sex-disaggregated data, or that mechanisms for collecting such are put in place.

- Ensure that the LFA expected results statements and indicators, as well as the Performance Measurement Framework indicators, are gender sensitive.

- Ensure that the LFA contains gender equality expected results at the outcome/output.

- Ensure that the PIP identifies adequate resources to implement the gender equality strategy and achieve gender equality results.

Joint Project Steering Committee (JPSC)

- Ensure the Project Progress Report tabled at the JPSC includes reporting on progress made in implementing the project gender equality strategy and achievement of gender equality results.

- Invite the project's Gender Equality Specialist or the Post Gender Equality Advisor to give a presentation on issues relevant to the project.

Annual work plans

- Review the Canadian Executing Agency (CEA) work plans to ensure that gender equality activities are fully integrated as per the PIP and the project gender equality strategy.

- Ensure the CEA is allocating sufficient resources (human and financial) to implement the gender equality strategy and achieve gender equality results.

- Include a gender equality section in the table of contents.

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Monitors' reports: evaluations

- Ensure that all reporting by CEAs and China EAs uses sex-disaggregated data.

- Ensure that gender equality issues reported on by a monitor are addressed by the CEA and ChEA.

- If needed, commission a mid-term gender equality review to assess progress on achieving results and to make recommendations to the gender equality strategy.

Quarterly/semi-annual project progress reports

- Ensure that gender equality results and issues are reported as an integral part of reporting on project results.

- Include a gender equality section in the table of contents.

- Ensure the gender equality section highlights actual project/program experience on gender equality (not just plans!), and outlines the results and lessons learned.

Project/Program Performance Report (PPR)

- Ensure the main results sections highlights actual project results on gender equality. Additionally, the main results section should also state how the project has contributed to one or more of the Agency's corporate gender equality results, related to equal participation of women; realization of women's and girls' human rights; and reduced inequalities in access to, and control over, resources and benefits.

End of Project/Program Report (EPR)

- Ensure consistent reporting on LFA/performance measurement framework gender equality results by using gender-sensitive indicators to illustrate change.

- Ensure the inclusion of a thorough analysis of the gender equality strategy with respect to its appropriateness as a measure to help achieve gender equality results.

- Ensure that the Asia Branch Gender Equality Specialist, or designate, reviews the EPR.

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Tools

Toolkit for Gender Equality

In the Toolkit for Gender Equality, you will find the following tools:

Tool 1: Checklist for using CIDA's Policy on Gender Equality to make a project more gender-aware.

Tool 2: What to expect from a specialist and a non-specialist on gender equality.

Tool 3: Making the case for gender equality.

Tool 4: How to assess whether gender equality has been covered.

Tool 5: Tool for reporting on gender equality: examples of gender equality results.

Tool 6: Engendered Logical Framework Analysis (LFA).

Tool 7: Gender equality assessment of stakeholders.

Tool 8: Gender-sensitive indicators.

Tool 9: Guidelines for project gender equality strategies: lessons from experience.

If you need...	...look for tools
Planning tools for project analysis and design	6, 7, 8
Recruitment tools for writing terms of reference and evaluating gender competence	2
Implementation tools for integrating gender equality in projects	1, 4, 5, 8, 9
Communication tools for promoting gender equality results	3, 9

Tool 1 - Checklist for using CIDA's Policy on Gender Equality to make this project more gender aware

This checklist is a simple set of key questions to help you put on a "gender lens" when approaching any of the China project issues, at any time in the project cycle. These questions are meant to tweak your thinking, to help you see the gender forest through the project detail trees. They are organized into three groups according to CIDA's three corporate gender equality results:

1. *More equal participation of women with men as decision makers in shaping the sustainable development of their societies*

   • Do both women and men have a say in decisions made about this project? Are women allowed to speak for themselves or do others represent them?

   • Has planning for these project activities taken into account the needs and realities of women and men?

   • Are the partners who will implement activities in direct contact with men and women participants, stakeholders, and beneficiaries?

2. *Women and girls more able to realize their full human rights*

   • Are there any relevant barriers in this project to women (including minorities) seeking equal treatment?

   • How can this project be used to promote the equal rights of women and girls?

   • Are there any gender-specific rights violations (such as violence against women and girls or discriminatory practices) that could be addressed in the context of this project?

Is there scope to use relevant articles from the Convention on the Elimination of All Forms of Discrimination Against Women, and to facilitate its implementation?

3. *Reduced inequalities between women and men in access to and control over the resources and benefits of development*

   • Do men and women benefit equally from the project in terms of addressing inequalities? If not, are there ways to close this gap?

   • Are the project's activities and expected results appropriate for both women and men? Could either end up worse off?

   • Are there gender equality differences in eligibility to receive project inputs and benefits (e.g. open to household members vs. household heads; educational requirements that discriminate against women)?

   • If project components disproportionately target male participants, are there meaningful ways that we can close the existing gender gap?

Tool 2 - What to expect from a specialist and a non-specialist on gender equality

The following lists make suggestions on what you should be able to expect development professionals to know about gender equality, even if their specialties are something else, and for which aspects you need to turn to a specialist.

It is appropriate to require that a development professional be able to:

- identify whether or not women and men have equal access to training opportunities provided by the program;

- identify how women and men participate in the program sector;

- identify the distribution of salaries and positions in the program sector;

- demonstrate gender sensitivity in interactions with both women and men, and, when necessary, advocate for gender-sensitive approaches (See Tool No. 4: Making the Case for Gender Equality);

- demonstrate support to gender-equality activities at all stages of intervention planning, implementation, and evaluation;

- identify issues or activities for which additional gender support is required; and

- facilitate the participation of women and gender-equality advocates in any project-related consultations (e.g. research, focus groups).

It is appropriate to require that a gender equality specialist be able to:

- identify constraints or supports affecting participation by women and men in specific economic, cultural, social, or other activities;

- carry out stakeholder analysis, including analysis of how policies meant to protect gender equality are made;

- facilitate the development of gender-sensitive planning and implementation;

- facilitate the development of gender equality strategic objectives, results, indicators, and policies for programming;

- analyze sectoral policies, documents, and legal frameworks for their gender impacts;

- identify and analyze existing gender support in a program area and sector; and

- expand the use of gender analysis to a broader social analysis, taking into consideration other socially and culturally determined factors such as age, class, or ethnicity, using appropriate tools and methodologies.

(Based on Vainio-Mattila, Arja (1999) Navigating Gender: A framework and a tool for participatory development. 60p. Ministry for Foreign Affairs, Finland.)

Tool 3 - Making the case for gender equality

Here are some of the key responses that can be given when the relevance of the gender dimension in any given project is questioned. This tool is divided into two parts:

1. reasons for integrating gender equality, and
2. a table providing responses to statements that neglect gender equality

IT'S IMPORTANT TO INTEGRATE GENDER IN THIS PROJECT BECAUSE:

Gender equality is one of both China's and Canada's stated goals and basic policies; it is also part of both countries' international commitments.

China's constitution states that men and women are equal and are equally entitled to education, health care, inheritance and property, political participation, and employment. Most laws include a clause stipulating that women and men are to be treated equally.

In Canada, the Charter of Rights and Freedoms recognizes that men and women are equal and have

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an equal right to protection and benefit, without discrimination.

The China Program for the Development of Chinese Women aims to improve the status of women across a broad range of social and economic sectors. In 1980, China and Canada ratified the UN Convention on the Elimination of All Forms of Discrimination Against Women. China hosted the 1995 World Conference on Women; Canada and China endorsed the Beijing Platform for Action and participated in the UN's Beijing +5 and +10 conferences.

All signatories are responsible for monitoring and reporting to the UN on the implementation of these commitments and on the progress made in a number of gender equality indicators. Furthermore, both countries have endorsed the Millennium Development Goals, including the goal to promote gender equality and empower women. By ensuring a project contributes to a reduction in existing gender inequalities, CIDA is assisting China in reaching its own goals and fulfilling domestic and international commitments.

Gender equality is not only about social equity; it's about economic efficiency and effectiveness.

Gender equality contributes to economic productivity and growth. As the World Bank's research report *Engendering Development* states: "By hindering the accumulation of human capital in the home and the labour market ... gender discrimination diminishes an economy's capacity to grow and to raise living standards."

There is a strong business case for mainstreaming gender in development projects. Summarized from the World Bank's 2002 strategy entitled *Integrating Gender into the World Bank's Work: A Strategy for Action:*

- Gender equality promotes economic growth through the levers of labour productivity and the allocative efficiency of the economy – this happens as a result of investment in human capital, investment in physical capital, and improved functioning of markets and institutions.

- The main linkages between gender and growth through human capital are:

  - improved employment opportunities and higher incomes for women and their families;
  - the ability to adopt new technology and respond to economic change;
  - intergenerational effects on child schooling;
  - intergenerational effects on child health and survival;
  - lowering the rate of population growth; and
  - empowerment of women.

- The main linkages between gender and investments in physical capital and improved functioning of markets and institutions are:

  - reduction of time poverty created by poor infrastructure;
  - improved productivity through access to productive assets and resources;
  - improved use of income and capital, e.g. women will tend to invest more in their children's education and health;
  - more efficient allocation of labour; and
  - improved quality of governance.

However, it is important to note that economic development is not the sole determinant of women's status, and that, therefore, addressing economic development will not automatically address women's inequality. We need to refer to experiences such as the World Bank's to demonstrate that women need to be considered with, and in relation to, men in order for development to reach its full potential.

When we address the gender dimension, the project is better tailored to the different needs and realities of women, men, girls and boys,

there is a more optimal participation of women, men, girls and boys, and project benefits are more equally distributed.

Men and women are often responsible for different tasks in the household and in the economy. Their needs are not always identical. They don't face the same barriers when they try to increase their capacity, productivity, and income. And in some cases, their goals and aspirations can be dissimilar. A household is not necessarily a homogeneous unit; income and assets are not automatically shared equitably. The experience of CIDA and other donors in China and elsewhere shows that when we are specific about including women as decision makers and participants, men and women share more equitably in the opportunities of the project and its results.

Cultural sensitivity does not preclude action on gender equality.

Cultures are not static. They change in response to the economic and social environment and in response to the actions of individuals and groups in society. Development initiatives are by their nature about change. Within any partner country there will be many views on how cultural values are to be interpreted. Women's status in a society is defined within a cultural context. Raising women's status in society may include demonstrating, with the help of data, the key constraints to women's participation or showing how institutional rules and regulations do not favour women's participation. For example, the time of trainings may not be convenient for women because of other tasks they are expected to carry out.

While these socially constructed attitudes generally impact negatively on women, there can be negative effects for men and boys such as the pressure that eldest sons bear for supporting their parents; the working conditions of male migrant workers; and the barriers to education for some boys who are pressured to withdraw from school. Research for this

toolkit highlighted the need for greater analysis and research on the topic.

The table on the next page (adapted from the CIDA document Questions about Culture, Gender Equality and Development Cooperation) provides some constructive responses to statements that are sometimes encountered when talking with partners about gender equality.

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How do you ensure women's voices are heard?

✓ Consult women and men in separate stakeholder groups wherever possible.

✓ In mixed groups, ensure that there are opportunities for giving everyone time to speak.

✓ Ensure consultations include scholars and/or NGOs that are focused on gender equality.

✓ Ensure your team includes both women and men – but more importantly, that they are gender aware and therefore will look for women to talk to, and will listen attentively to what they say.

Examples	Constructive Responses
"Men and women are already equal!" "This project will help women as much as men – there's no need to pay attention to this."	- Have ready studies and statistics on existing gender gaps or discriminatory practices in the relevant sector or geographic area, and emphasize that more needs to be understood in this sector and in this location.
Taking an anecdote and generalizing: "All farm women…", "What women want in this area is…", "What women need here is…" or speaking for women.	- Use your own mission's findings, studies, and statistics that demonstrate "women" are not homogeneous, that many have different needs, views, etc., and more needs to be explored scientifically. - "That may be true, but we feel the issue deserves to be assessed and addressed…", and outline how you suggest making progress to explore this.
"Something should be done, so why don't we have a component (small) of the project for this and have a women's organization handle it?"	- You want to shift from activities that focus solely on women to mainstreaming: "We think the best way to reach this project's goals is to integrate the gender dimension in the project; the results we're trying to reach have to do with men, women, girls and boys, not women alone."
Expresses agreement, but then doesn't take the necessary actions to make gender integration happen.	- Ensure gender equality results are built into the LFA at the output and outcome levels and that the partner reports on them regularly. Ask about the results during JPSCs and hold the partner accountable for the agreed-upon actions.
Stating that "in-depth studies are needed", or that "recruitment has failed to drum up any qualified women", or that "once the next thing is done, we'll get right to it".	- Research may be needed, etc. but things can be done in the interim. Propose some next steps to implement the project's gender strategy and set a deadline when certain actions must be reported back to you.
Refers everything having to do with gender equality to the women's organization.	- Come back to the 'why' of gender integration in projects and the business case for gender and development. - Plan for key partners and members of the leading group to take part in project-specific gender training workshops.
Making the one woman on the leading group or in the project team responsible for gender equality.	- Don't undermine this woman; instead, ensure she gets ample capacity-building opportunities, defer to her in discussions, and build alliances with other stakeholders. – Look for potential allies and champions. Men can take on the role of gender expert too. Look for men to carry the gender message during meetings, study tours, etc.

Tool 4 - How to assess whether gender equality has been covered

A gender analysis should be part and parcel of the project's analytical assessment. The findings should also be integrated into the overall project analysis, as well as the other specific analyses required, e.g. capacity analysis and socio-economic analysis. The gender analysis should identify and assess gender equality data and issues in the specific context of the project. The gender analysis will provide the rationale for the gender equality results in the project's Logical Framework Analysis (LFA) and for the project's gender equality strategy. The findings of the gender analysis should be used to help develop the project's expected results and indicators.

A project gender analysis deals specifically with the national, provincial, and local context. It also deals specifically with the sub-sector(s) relevant to the project. However, in general the following key elements should be covered in the gender analysis:

Identification and analysis of the following gender-differentiated, project-related issues:

- priorities of male and female stakeholders regarding the project (goals, desires, wishes);

- problems or constraints the project should address for the stakeholders (needs, weak-nesses), with commonalities and differences between men and women outlined;

- strengths that male and female stakeholders bring to the project (assets, capacities, enabling environment – cultural, social, political, administrative, institutional, legal, etc.); and

- threats to the project (sex-differentiated risks, barriers to participation or benefit, disabling environment – cultural, social, political, administrative, institutional, legal, etc.)

Identification of current project-related gender gaps

- in roles and workload (activities and/or seasonal profiles for stakeholders, in terms of gender roles and task assignment for both income-producing and household activities);

- in project-related employment;

- in income (wages or self-employed income);

- in access to resources (training, services, inputs, land, capital, credit, farm assets, etc.);

- in control over resources;

- in decision making (in the household, the village, the enterprise, the government unit); and

- in social /community roles and participation.

Assessment of the capacity of partners (government units, enterprises, organizations such as the Women's Federation; educational institutions, etc.) to achieve gender equality results, including the

- capacity of the organization to do gender analysis of its own programs, considering design, implementation approaches and results achieved, and to monitor whether it is serving women and men equitably;

- general attitude and responsiveness to the idea of greater integration of gender equality objectives in the area addressed by the project;

- existence of "champions" or advocates for gender equality;

- relative position of men and women in the organization (by level of authority and decision making, skill, access to training and promotion, pay scale and benefits); and

- capacity of the organization to monitor whether or not employment practices are equitable.

Entry points for gender equality integration include:

- opportunities offered by the project to reduce some of the identified gaps and promote greater gender equality – with a sketch of measures, activities, or guidelines to ensure greater gender integration (the project gender strategy should provide greater details on this). See Tool 9;

- discussion of probable differentiated impacts of the project on women, men, girl and boy stakeholders, in the household, on the farm (or in the unit or enterprise), and in the community, e.g. gender-differentiated distribution of benefits and potential negative impacts;

- constraints and risks, and opportunity costs related to the integration of gender equality in the project, with a brief discussion of mitigation measures (greater detail is in the gender strategy). See Tool 9; and

- an outline of key project-related sex-disaggregated data obtained during appraisal and preparation studies; an outline of proposed gender equality results and indicators for the project; and an outline of strategies to collect and compile data needed for monitoring and reporting on the gender equality results.

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Tool 5 - Integrating gender equality in project/program performance reports, and examples of gender equality results

CIDA's Policy Framework requires the Agency to demonstrate the explicit and systematic integration of gender equality throughout all projects and programs.

Accordingly, as you report on your project's actual results, including on gender equality, we would also ask that you state in the **Results** sections of your Project Performance Report (PPR) how the project has contributed to one or more of the Agency's corporate gender equality results, namely:

- more equal participation of women with men as decision makers in shaping the sustainable development of their societies;

- women and girls more able to realize their full human rights; and

- reduced inequalities between women and men in access to, and control over, the resources and benefits of development.

These results are further elaborated, with illustrative examples, in the table below. This table has been taken from *CIDA's Framework for Assessing Gender Equality Results,* a tool developed to conduct a corporate assessment of CIDA's progress in support of gender equality results.

Furthermore, as in previous years, additional information on progress can be included in the gender equality section of the PPR. This could include information on **operational measures** taken to achieve gender equality results and on how these measures have contributed to achieving gender equality results in the project. Operational measures could include: i) preparation and implementation of a project gender equality strategy; ii) gender equality sensitization and/or training of partners and beneficiaries; and iii) recruitment of technical advisory services specializing in gender equality.

For more information on developing indicators, consult *Ten Steps to a Results-Based Monitoring and Evaluation System,* published by the World Bank, available at the following web address: http://www.preval.org/documentos/00804.pdf (PDF document, 264 pages)

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CIDA GENDER EQUALITY RESULTS CATEGORIZATION *(from CIDA's Framework for Assessing Gender Equality Results)*		
Gender Equality Results		**ILLUSTRATIONS** of the types of results that would fall in each category (that is, illustrations of the way in which a project or other investment could contribute to particular gender equality results)
CIDA's corporate result ⇨	**Elements of this result that could be addressed in a project** ⇨	
1. Decision making More equal partici-pation of women with men as decision makers in shaping the sustainable development of their societies.	**1.1 Capacity for public participation.** Increased capacity of women and women's organizations for advocacy and for participation in public life and decision making.	• Women's strengthened knowledge or skills (e.g. in advocacy, negotiation, or management) for participation in democratic or community-management bodies. • Increased capacity or effectiveness of women's organizations to advocate for and to represent women's views. • Strengthened women's organizations or networks. • Strengthened dialogue between women's organiz-ations and government authorities. • More supportive environment for women's participation in public life and decision making in communities or institutions and among male colleagues. • Increased influence of women and women's organizations in the community and in public decision making.
	1.2 Representation among decision makers. Increased representation of women in democratic processes and in decision-making positions in the partner institution, target sector, and partner community.	• Increased number/proportion of women in decision-making positions in (depending on the project objectives): ▪ the partner organization (not the project itself) ▪ the target sector ▪ the partner community ▪ as candidates for public office
	1.3 Household and individual decision making. More equal power relations between women and men at the household level; increased decision-making capacity of individual women.	• Increase in independent decision making by women on matters such as voting and mobility. • Increase in shared decision making at the household level on matters such as expenditure, activities, etc.

CIDA GENDER EQUALITY RESULTS CATEGORIZATION *(from CIDA's Framework for Assessing Gender Equality Results)*		
Gender Equality Results		**ILLUSTRATIONS** of the types of results that would fall in each category (that is, illustrations of the way in which a project or other investment could contribute to particular gender equality results)
CIDA's corporate result ⇨	**Elements of this result that could be addressed in a project** ⇨	
2. Rights Women and girls more able to realize their full human rights.	**2.1 Legal system.** Strengthened promotion and protection of the human rights of girls and women in law and the actions of police, prosecutors, judges, and courts.	• Increased use of Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in national law. • Formulation of legislation on key gender equality issues: e.g. land rights, violence, discrimination in employment. • Elimination of legal barriers to equality (through specific legislation, or as part of legal reform). • Actors in legal system (police, prosecutors, judges) more knowledgeable and able to treat women equitably. • Improved access by women to the legal system (legal aid, reduction of barriers to access). • More equitable decision making in formal and informal judicial bodies.
	2.2 Public awareness. Increased knowledge and recognition by the general public (women and men) and decision makers of the human rights of women and girls.	• Increased awareness of rights violations such as trafficking of women and girls, forced marriage, dowry, early marriage, female genital mutilation. • Increased awareness and participation by civil society organizations (e.g. human rights organizations, development organizations) in advocating for gender equality and women's rights. • Awareness among women and men of laws and mechanisms protecting women's rights; increased participation by men in advocacy and the debate on gender equality. • Increased awareness and support among decision makers on women's rights and gender equality issues; more informed debate on these issues. • Better media coverage of gender equality and women's rights and changes in public attitudes about roles and entitlements of women and men.
	2.3 Response to gender-specific rights violations. Improved services and mechanisms responding to gender-specific constraints on rights or rights violations (e.g. violence against women and girls, trafficking of women and girls, sexual violence in conflict zones).	• Improved provision or functioning of social services (e.g. shelters); responding to rights violations by government or civil society organizations. • Strengthened policy commitments and programs to respond to gender-specific constraints on rights and rights violations.

CIDA GENDER EQUALITY RESULTS CATEGORIZATION *(from CIDA's Framework for Assessing Gender Equality Results)*		
Gender Equality Results		**ILLUSTRATIONS** of the types of results that would fall in each category (that is, illustrations of the way in which a project or other investment could contribute to particular gender equality results)
CIDA's corporate result ⇨	**Elements of this result that could be addressed in a project** ⇨	
3. Development resources and benefits Reduced inequalities between women and men in access to and control over the resources and benefits of development.	**3.1 Livelihoods and productive assets.** Increased access and control by women over productive assets (land, capital and credit, technology, skills) and increased access to decent work.	• Increased access to credit and business support services. • Increased number or competitiveness or sustainability of women's micro enterprises, businesses, or farms. • More equitable access by women to productivity-enhancing inputs and services (extension, skills training, technology). • Strengthened women's producer organizations. • More equitable access by women to land and land ownership. • Increased productivity by women and increased incomes, decreased disparity in incomes among populations affected by an investment; decreased vulnerability to destitution. • Increased access by women to skills training, employment opportunities; increased representation of women in professional and technical fields. • Reduced discriminatory practices against women workers; increased quality of employment (e.g. pay, conditions, health and safety).
	3.2 Institutional capacity. Increased capacity of partner institutions, governments, and civil society organizations to design and implement policies, programs, and projects that reflect the priorities and interests of both women and men.	• Clearer institutional responsibilities, approaches to achieving national gender equality objectives. • Strengthened analytic skills, knowledge of gender equality issues, capacity to do gender analysis in a particular sector or public organization. • Strengthened capacity and systems to collect and analyze data required for gender analysis of issues, policies, and programs. • Increased institutional capacity to consult with women and men on issues and priorities or on gender equality issues. • Increased capacity to manage for employment equity (recruitment, training, health and safety, family leave). • Increased effectiveness of partner organizations or local governments in reaching and serving women equitably.

CIDA GENDER EQUALITY RESULTS CATEGORIZATION		
(from CIDA's Framework for Assessing Gender Equality Results)		
Gender Equality Results		**ILLUSTRATIONS** of the types of results that would fall in each category (that is, illustrations of the way in which a project or other investment could contribute to particular gender equality results)
CIDA's corporate result ⇨	**Elements of this result that could be addressed in a project** ⇨	
	3.3 Policy change. Adoption of policies supporting gender equality by institutions that manage development resources and benefits (i.e., policies responding to the different priorities and interests of women and men, girls and boys).	• **Economic policies:** gender-equitable macro-economic policies (e.g. fiscal policies, trade, budgets). • **Poverty reduction strategies:** inclusion of measures directing resources to poor women or measures to address the gender-specific constraints faced by poor women. • **Social policies:** policies in health, education, social services, and other sectors that incorporate elements to reduce gender inequality or address women-specific issues. • **Sectoral reforms:** establishment of clear sectoral gender equality objectives and sector-wide implementation mechanisms.
	3.4 Well-being and basic needs. Access by women to basic and appropriate services that support well-being and quality of life.	• Increased access for women to safety, food security, water, shelter, transport, literacy, health, education, etc. • Increased access by women and men and boys and boys to social services and social service delivery that responds to their different priorities and interests. • Increased capacity of women's organizations to deliver services. • **Health:** increased appropriateness and use of health care; improved health status of women or reduced gender gaps in health status indicators among the population served/reached. • **Education:** increased proportion of girls and women at all levels; decreased drop-out rates. • **Humanitarian services:** access by women to appropriate services and resources.

Tool 6 - Logical Framework Analysis (LFA)

This is a tool to assist in integrating gender equality considerations in the project LFA. It is not a template for a separate "gender LFA". Many questions must be addressed in an LFA. The table below provides a sample of questions to consider.

	Narrative Summary	Performance Indicators	Means of Verification	Assumptions/Risks
Project Objectives	Is the gender dimension taken into account at the policy/national level in order to reach long-term gender equality results?	What measures can verify the achievement of long-term gender equality impacts?	Are data for verifying the goal, outcomes, outputs and activities sex-disaggregated and analyzed in terms of gender equality?	What important external factors are necessary for sustaining gender equality results? Are there risks associated with integrating gender equality in the project? If so, how can they be mitigated? Are there risks associated with *not* integrating gender equality in the project? If so, how can they be mitigated?
Project Outcomes	Does the project include gender equality results i.e., have outcomes that will contribute to reducing identified gender gaps or inequalities?	What measures can verify achievement of gender equality results?	What gender analysis tools are appropriate?	What important external factors are necessary for sustaining the gender equality outcome(s)? Are there risks associated with promoting and integrating gender equality and how can they be mitigated? Are there risks associated with not integrating gender equality and how can they be mitigated?
Project Outputs	Is the distribution of benefits and resources taking into account identified gender inequalities, as well as gender roles and relations?	What measures can verify that project benefits equitably accrue to women as well as men, and to different groups of women, and reduce gender inequalities?		What important external factors are necessary for achieving gender equality results at the output level? Are there risks associated with integrating gender equality and of so, how can they be mitigated? Are there risks associated with *not* integrating gender equality and if so, how can they be mitigated?

	Narrative Summary	Performance Indicators	Means of Verification	Assumptions/Risks
Activities/ Resources	Are gender equality issues clarified in the implementation of the project? Are the sub-components or activities designed in such a way as to help achieve gender- equality outputs and outcomes? Are there special measures necessary to close identified gender gaps and achieve results?	*Resources* Is the contribution of women as well as men accounted for? Are there external resources that account for women's access and control over resources? Are there adequate project resources allocated to gender equality?		What important external factors are necessary for achieving project activities, especially for ensuring continued involvement of men and women participants, particularly in decision making? Are there risks associated with integrating gender equality? If so, how can they be mitigated? Are there risks associated with *not* integrating gender equality and if so, how can they be mitigated?

Adapted from: Helen Hambly-Odame. 2000. "Engendering the Logframe." ISNAR.

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Tool 7 - Gender equality assessment of stakeholders[1]

Stakeholder analysis is essential in order to determine who are the main interlocutors in any project. Similarly, it is important to identify the people or groups that have an interest in the gender dimensions of the project. The tool below outlines a two-step procedure to conduct stakeholder analysis in the gender equality context.

Step 1: Identify key gender equality stakeholders through five key questions that will help you draw up a list of the stakeholders to include in your assessment:

- Who is affected by the gender dimension of this sector/issue/program/organization?

- Who has an interest in changes to gender relations as a result of this program/issue in this sector/organization?

- Who can influence gender relations in this sector/issue/program/organization?

- Who will be affected by changes in gender relations in this sector/issue/program/organization?

- Who will support efforts towards greater gender equality, and who will work against efforts towards greater gender equality in this sector/issue/program/organization?

Step 2: Draw up a Stakeholder Matrix to guide your assessment and then summarize your findings (these can be validated in a workshop where these and perhaps other findings are presented to program partners and stakeholders):

Stakeholder, and participation or role in the program	Interest of stakeholder in gender equality aspects of the program	Methods of influencing the program operations' gender equality aspects	Strengths: capacity to contribute to gender equality results/ aspects of program	Weaknesses: factors limiting capacity to contribute to gender equality results/ aspects of the program
Stakeholder 1				
Stakeholder 2				
(etc.)				

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[1] Adapted from both *IDRC Enhancing Organizational Performance,* and Vainio-Mattila (1999) *Navigating Gender*

Tool 8 - Gender-sensitive indicators

This tool provides a reminder of what constitutes a gender-sensitive indicator.

DEFINITION

"An indicator is an item of data that summarises a large amount of information in a single figure, in such a way as to give an indication of change over time, and in comparison to a norm. A gender-sensitive indicator can be defined as an indicator that captures gender-related changes in society over time." (Beck, T. 1999. *Using gender-sensitive indicators: A Reference Manual for Governments and Other Stakeholders.* London. Commonwealth Secretariat.)

WHAT IS NEEDED

1. *A gender-sensitive participatory process* to determine the indicators that will be used by the project in the context of the PMF – a key tool of CIDA's Results-Based Management (RBM) approach. This process could involve male and female project stakeholders in a workshop. The process would allow all stakeholders to come to a common understanding on the results to be achieved by the project and how to measure

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these results.

2. *Sex-disaggregated data* will be required to build most indicators, since we will be comparing the situation of women and girls with that of men and boys. These data, usually not available from government sources, will need to be generated as part of the project's Performance Measurement Framework (PMF). The compilation of sex-disaggregated data sets usually involves collecting and presenting project-related information separately for men and for women. Such data are necessary in order to measure participation rates and distribution of benefits.

3. *Indicators that will measure/monitor progress* towards achieving expected gender equality results, i.e. to measure progress in reducing inequalities between women and men.

4. *An understanding of the validity of qualitative as well as quantitative indicators.* Qualitative indicators usually have to do with people's perceptions and are largely subjective. Quantitative indicators are numerical measurements of change and are largely objective. The use of both types of indicators allows for triangulation of findings in order to get a deeper understanding of the scope and scale of the change measured by the indicator.

Tool 9 - Guidelines for project gender equality strategies: lessons from experience

Every CIDA China Program project should have a gender equality strategy, based on the gender analysis that has been conducted and on consultations with partners and stakeholders. The Gender Equality Strategy should spell out explicit guidelines for integrating gender equality principles in the project and achieving the project's gender equality results. Ideally, the gender equality strategy of the project will include the following elements:

• A summary of the gender analysis outlining the gender equality issues relevant to the overall project objectives and results and the conclusions about how these gender equality issues should be addressed by the project.

• Clarification of the gender equality results that the project will aim to achieve (these should be included in the LFA).

• An outline of the specific approaches or activities that will be taken to help achieve gender equality results, each linked to one or more components of the work breakdown structure to ensure implementation and impact. Depending on the project, this could include steps or activities such as:

  · steps to achieve targets for participation by women (or girls),
  · criteria that will be used in the selection process for civil society partners or consultants to ensure that they have commitment and experience on gender equality
  · specific gender equality issues to be included in the information or advocacy components of a project

• An outline of the performance indicators that will be used to monitor progress toward the gender equality results specified (in addition to sex-disaggregated data on participation and beneficiaries) (these should be included in the PMF).

• A monitoring/report framework linked to overall project reporting.

• A statement of the measures for implementing the gender equality strategy, including a clear identification of responsibility at the management level, inputs of technical expertise in gender equality, any training required for project staff, and financial resources to cover expertise and training as well as project activities in support of gender equality.

What things should be considered in developing a project gender equality strategy? Here are some lessons learned from CIDA's Asia Branch bilateral projects:

• The project gender equality strategy should be designed as a tool to guide the integration of gender equality concerns within the entire project, not to create a separate, stand-alone, women's component within the project.

• The gender equality strategy should be developed as part of project design and be more fully detailed as part of the project's implementation plan. It should follow from the project's gender analysis and a gender-disaggregated baseline.

• The gender equality strategy should address constraints to gender equality in the context of the project, and tap the opportunities/entry points identified in the gender analysis. It should further consider – in relation to the general results and purpose of the project – how the project can contribute to CIDA's corporate gender equality results:

  · more equal participation of women with men as decision-makers in shaping the sustainable development of their societies;
  · women and girls more able to realize their full human rights; and

· reduced inequalities between women and men in access to and control over the resources and benefits of development.

• Initiatives outlined in the gender equality strategy should be part of the main project. That is, they should not be marginal to the main project activities, but rather help build towards the project's overall expected results.

• The activities listed in the gender equality strategy should match the work breakdown structure (WBS) for the project to ensure complementarity and linkage.

• The budget required to fund the specific activities of the gender equality strategy should be identified in the strategy and allocated in the project's annual work plans and budgets.

• The LFA and ongoing project performance assessment should include the results and indicators clarified in the gender equality strategy.

It is important to establish a clear idea of what the project is trying to achieve with respect to gender equality. It is equally important to assess, plan, and budget for the actions required to achieve those results.

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Resources and References

People and Organizations

1. Gender Equality Specialists/Advisors/ Consultants (Canada)

- Asia Branch GE Specialist (ex-officio member of all project teams)

- CIDA Desk GE Focal Point (Country Program Analyst or designate)

- CIDA Desk GE Advisor/Consultant(s)

- Project GE Advisor/Consultant(s)

- CIDA GE Standing Offers (consultants pre-screened by GE Division, Policy Branch)

Any of the above individuals can be consulted for suggestions when recruiting gender equality consultants for design missions, monitoring, etc.

2. Gender Equality Specialists/Advisors/ Consultants (China)

- CIDA Post GE Focal Point

- CIDA Post GE Advisor

- In-China consultant roster (available from Post GE Advisor)

3. Canadian Organizations

- Association for Women's Rights in Development (AWID) http://www.awid.org/
- Canadian Feminist Alliance for International Action/L'Alliance canadienne feministe pour l'action internationale http://www.fafia-afai.org/
- Canadian Research Institute for the Advancement of Women (CRIAW) http://www.criaw-icref.ca/indexFrame_e.htm
- National Action Committee on the Status of Women (NAC) http://www.nac-cca.ca/index_e.htm

- National Association of Women and the Law (NAWL) http://www.nawl.ca/ns/en/index.html
- Statistics Canada http://www.statcan.ca/menu-en.htm
- Status of Women Canada http://www.swc-cfc.gc.ca/index_e.html
- Women's Legal Education and Action Fund http://www.leaf.ca

4. Chinese Organizations

- All China Women's Federation
  - Women Studies Institute of China
- China Women's Development Foundation
- China Women's College
- National Working Committee on Children and Women
- Rural Women Knowing All
- Shaanxi Research Association for Women and Family
- Hunan Women's Vocational University
- Peking University Women's Law Studies and Legal Center
- The Maple Women's Psychological Counseling Center
- Tsinghua University of Gerontology Center
- Renmin University Women Study Information Center
- Anti-domestic Violence Network (part of the China Law Association)
- Gender and Development in China Network
- China Women Judges Association
- China Women Procurate Association
- China Policewomen Association
- China Association of Women Entrepreneurs

4.1 Chinese Media

- *China Women Daily*
- *Capital Women Journalists' Association of China*

✗ *China Association for Women's Journals and Periodicals*

Internet Resources

Note: There is a wealth of interesting, useful, and ever-changing resources on the web. The links provided here were selected either because they contain information specifically relevant to the needs of the China Program, or because they will lead you to other useful links and resources. This tool will be updated periodically, so please feel free to make suggestions!

1. Resources on Gender Equality in China

General Social and Economic

✗ *China Country Gender Review,* East Asia Environment and Social Development Unit, World Bank, June 2002
http://www.worldbank.org.cn/English/content/gender-en.pdf

✗ *Millennium Development Goals: China's Progress. An Assessment by the UN Country Team in China, Beijing,* 2003.
http://www.undg.org/archive_docs/3635-China_MDG_Report.pdff

✗ *Program for the Development of Chinese Women* (2001-2010). Full text in English translation:
http://www.chinaembassy.org.pl/pol/wh/wh/t129196.htm

✗ *Report of the People's Republic of China Regarding the Questionnaire on the Implementation of the Beijing Declaration, the Platform for Action and the Outcome of the 23ʳᵈ Special Session of the General Assembly on Women Issues,* (2005). (Beijing+10 Report)
http://www.un.org/womenwatch/daw/Review/responses/CHINA-English.pdf

Environmental Sustainability

✗ Women and Environment Network

✗ Lu Xing, "Searching for participatory approaches: findings of the Yunnan PRA Network." PLA Notes 37, 4 - 8. London: IIED, February 2000.
http://www.iied.org/NR/agbioliv/pla_notes/documents/plan_03701.pdf

✗ Sustainable Development Department (SD) Food and Agriculture Organization FAO), *SD Dimensions: Asia's women in agriculture, environment and rural production: China.*
http://www.fao.org/sd/WPdirect/WPre0107.htm

Human Rights/Good Governance/Democratic Development

✗ UN Committee on the Elimination of Discrimination against Women, (CEDAW), Consideration of Reports Submitted by States Parties under Article 18 of the Convention on the Elimination of All Forms of Discrimination against Women, Third and Fourth Periodic Reports of States Parties: China (Official Chinese report on CEDAW implementation, 1997).
http://www.un.org/womenwatch/daw/cedaw/cedaw20/china.htm

✗ UN CEDAW Committee Comments on China's official report, 1999.
http://www.un.org/womenwatch/daw/cedaw/reports/20report.pdf

✗ Remarks to the Congressional Executive Commission on China, Rangita de Silva-de Alwis, Director of International Programs, The Spangenberg Group, February 24, 2003.
http://www.cecc.gov/pages/roundtables/022403/silva.php

✗ Tamara Jacka, "My Life as a Migrant Worker", Intersections: Gender, History and Culture in the Asian Context.
http://intersections.anu.edu.au/issue4/tamara_intro.html

2. Integrating Gender Equality in Projects - Comprehensive

CIDA resources

✖ Equality Between Women and Men. Contains CIDA Gender Equality Policy, case studies, tools and resources. http://www.acdi-cida.gc.ca/CIDAWEB/acdicida.nsf/En/JUD-31192610-JXF

✖ The Why and How of Gender-Sensitive Indicators: A Project Level Handbook (31 pages, 242 KB) http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUImages/Policy/$file/WID-HAND-E.pdf

✖ *Accelerating Change: Resources for Gender Mainstreaming.* CIDA Technical Workshop on Gender Mainstreaming, Sanut, Indonesia, February 2000. http://cida68/INET/IMAGES.NSF/vLUImages/Policy/$file/Accchange-E.pdf

Some other good resources for project planning and monitoring

✖ *Navigating Gender: a framework and a tool for participatory development - Department for International Development Cooperation, Finland* http://formin.finland.fi/public/download.aspx?ID=12381&GUID=%7BC49178E4-2011-451C-9CF5-8DDEDBEEF735%7D

✖ Paola Brambilla, *Gender and Monitoring: A Review of Practical Experiences.* Institute of Development Studies, BRIDGE Report 63 June 2001 http://www.bridge.ids.ac.uk/reports/re63.pdf

✖ World Bank, *Integrating a Gender Dimension into Monitoring & Evaluation of Rural Development Projects,* 2001 (630KB PDF) http://lnweb18.worldbank.org/ESSD/ardext.nsf/11ByDocName/IntegratingaGenderDimensionintoMonitoringEvaluationofRuralDevelopmentProjects/$FILE/IntegratingGenderToolkit.pdf

✖ OECD Development Assistance Committee (DAC) Gender Tipsheets. http://www.oecd.org/document/34/0,2340,en_2649_34541_1896290_1_1_1_1,00.html

Useful web portals and directories for gender and development

✖ Asian Development Bank website: http://adb.org/Gender

✖ OECD Development Assistance Committee (DAC) Gender Equality website http://www.oecd.org/department/0,2688,en_2649_34541_1_1_1_1_1,00.html

✖ The World Bank Gender and Development website http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTGENDER/0,,menuPK:336874~pagePK:149018~piPK:149093~theSitePK:336868,00.html

✖ BRIDGE Briefings on Development and Gender http://www.bridge.ids.ac.uk/

✖ ELDIS Gender Resource Guide http://www.eldis.org/gender/

✖ SIYANDA: Mainstreaming Gender Equality (online database of gender and development materials) http://www.siyanda.org/

✖ UNIFEM web site: http://www.unifem.org/

✖ UN-ESCAP's web site http://www.unescap.org/esid/gad/issues

✖ Canadian Women's Internet Directory http://www.womennet.ca/directory.php?browse&597

✖ WomenWatch: UN Inter-agency Network on Women and Gender Equality http://www.un.org/womenwatch/

3. Resources on Integrating Gender Equality in Projects (CDPF Sectors)

Environmental Sustainability

✖ International Network of Participatory Irrigation Management (PIM) – Selected Resources: *PIM, Poverty and Gender* http://www.inpim.org/leftlinks/Newsletters/N5/n5a6/view

✖ Licuanan, P.B., 1999, *Monitoring and Evaluation Strategies for the Empowerment of Women,* Panel IV of the High-Level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action, Economic and Social Commission for Asia and the Pacific. (Includes gender-sensitive indicators on women and the environment.) http://www.unescap.org/esid/gad/events/beijingplatform1999/licuanan.pdf

✖ Cordula S. Ott, Tackling Gender Issues in Sustainable Land Management, Berne: Centre for Development and Environment (CDE), 2002. http://www.cde.unibe.ch/Themes/SLM_Pubmedia_Th.asp

✖ Rebecca Pearl, *Common Ground: Women's Access to Natural Resources and the Millennium Development Goals,* New York: WEDO, 2003. http://www.wedo.org/files/common_ground.pdf

✖ United Nations Environment Program, *Women and the Environment*. UNEP Policy Series, 2004. http://www.unep.org/publications/search/pub_details_s.asp?ID=31

✖ World Bank, *Gender in Monitoring and Evaluation in Rural Development - A Toolkit. Thematic Brief: Sustainable Agriculture and Natural Resource Management*. (Includes a project cycle GE checklist and suggested gender indicators.) http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTARD/0,,contentMDK:20438885~isCURL:Y~pagePK:148956~piPK:216618~theSitePK:336682,00.html

Thematic Brief: Sustainable Agriculture and Natural Resource Management, 2001 (89KB PDF) http://siteresources.worldbank.org/INTARD/214578-1112681119394/20434008/AgNRMFactsheet.pdf

Human Rights/Good Governance/Democratic Development

✖ Fareda Banda and Christine Chinkin, *Gender, Minorities and Indigenous Peoples Minority Rights Group International,* 2004. (Discusses the potential of international legal standards and treaties to advocate for the rights of minority and indigenous women.) http://www.minorityrights.org/?lid=987

✖ Bratislava Regional Centre, UNDP, 2003, *Drafting Gender-Aware Legislation: How to Promote Gender Equality in Central and Eastern Europe and in the Commonwealth of Independent States (CIS),* Bratislava: UNDP http://regionalcentrepacific.undp.org.fj/Files/Parliamentary%20support/Drafting%20gender-aware%20legislation%20-%20Bratislava.pdf

✖ Bridge Cutting Edge Pack. *Gender And Citizenship: Overview Report*. Institute of Development Studies, January 2004. (This report introduces broader rights and political participation as development goals, and highlights how development actors and the citizens they work with can make such rights and participation a reality.) http://www.bridge.ids.ac.uk/reports/Citizenship-report.pdf

✖ Christine Chinkin, *Gender Mainstreaming in Legal and Constitutional Affairs: A Reference Manual for Governments and Other Stakeholders,* Commonwealth Secretariat, Gender Management Systems Series, 2004. http://www.thecommonwealth.org/shared_asp_files/uploadedfiles/%7B7712A695-36F7-4302-B422-B7AB9E05B843%7D_Legal ConstitutionalAffairs.pdf

✘ CIDA Gender Equality & Legal/Justice Initiatives: In Brief Legal / Justice Initiatives - PDF, 42 KB, 2 pages http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUImages/Policy/$file/Ceelegal.pdf

✘ International Women's Rights Action Watch (IWRAW), 2003, *Producing NGO Shadow Report to CEDAW: A Procedural Guide,* Minneapolis: IWRAW http://iwraw.igc.org/shadow.htm