



USAID Advancing Nutrition

PROGRESS TOWARD GENDER INTEGRATION

Gender impacts agricultural outputs, household health, and nutritional status. USAID Advancing Nutrition developed a gender equality strategy that aims to empower women and thoughtfully engage fathers and men in nurturing care as a means to improving families' health and nutrition.

To learn from the implementation of our gender strategy and adapt it as needed, we have also undertaken a collaborating, learning, and adapting (CLA) activity. This annual progress report summarizes findings from two surveys of project staff, conducted August 2019 (33 responses) and May 2020 (24 responses), and from gender reflection exercises with staff.



KEY FINDINGS

Gender integration has occurred across the project's technical and operational activities.

CROSS-CUTTING OPERATIONALIZATION

- Established multi-sectoral **gender working group**
- Oriented all new staff to project's **gender equality strategy**
- Conducted **gender training** for Kyrgyz Republic country program office
- All teams developed **gender integration action plans**
- All teams completed **gender reflection exercises** to review progress and identify needs
- More than 1 in 4 subcontracts awarded by the project were to small **women-owned businesses**



GENDER ANALYSES

- Gender analyses conducted for **28 project activities**
- Gender analyses led to adaptations to activities. We:
 - enhanced **focus on fathers** in counseling cards
 - added a **research question** in a food processing review
 - guided a **decision tool** for food aid modalities
 - prepared a **special issue of project's multi-sectoral nutrition resource review** focused on gender



STRONG STAFF CAPACITY

- **Knowledge:** Increase from 64% to 88% in number of staff who reported understanding gender equity concepts and analysis frameworks
- **Confidence:** Increase from 33% to 58% in number of staff who felt confident analyzing gender dynamics in a given context
- **Actions:** Increase from 58% to 96% in number of staff who reported integrating gender into their work during the year



MEASUREMENT

- Added a **gender-specific indicator** to the project performance monitoring plan
- Added **gender-specific indicators** to one country program's Activity Monitoring, Evaluation, and Learning Plan
- Conducted **gender formative research** for one new country program



TOOLS DEVELOPED TO SUPPORT GENDER INTEGRATION

- Gender analysis framework
- Gender resource page on project intranet
- Gender orientation package for country programs
- Gender checklist for new country programs and short-term technical assistance
- Gender communications statements for the project
- Formative research guide for gender
- Guide to gender integration for core-funded deliverables
- Gender action plan template



LESSONS LEARNED

1. **Gender analysis was more challenging for non-technical activities**
Recommendation: Adapt gender analysis guidance based on teams' functions, especially operational teams such as knowledge management, and operations and finance
2. **Staff transitions affected implementation of teams' gender integration action plans**
Recommendation: Organize regular reflection sessions to discuss progress and update gender action plans
3. **Country program teams benefited from additional coaching with the gender analysis framework, including virtual coaching during the COVID-19 pandemic**
Recommendation: Facilitate regular, remote discussion among country programs and identify additional tools to support gender integration at the country level

