



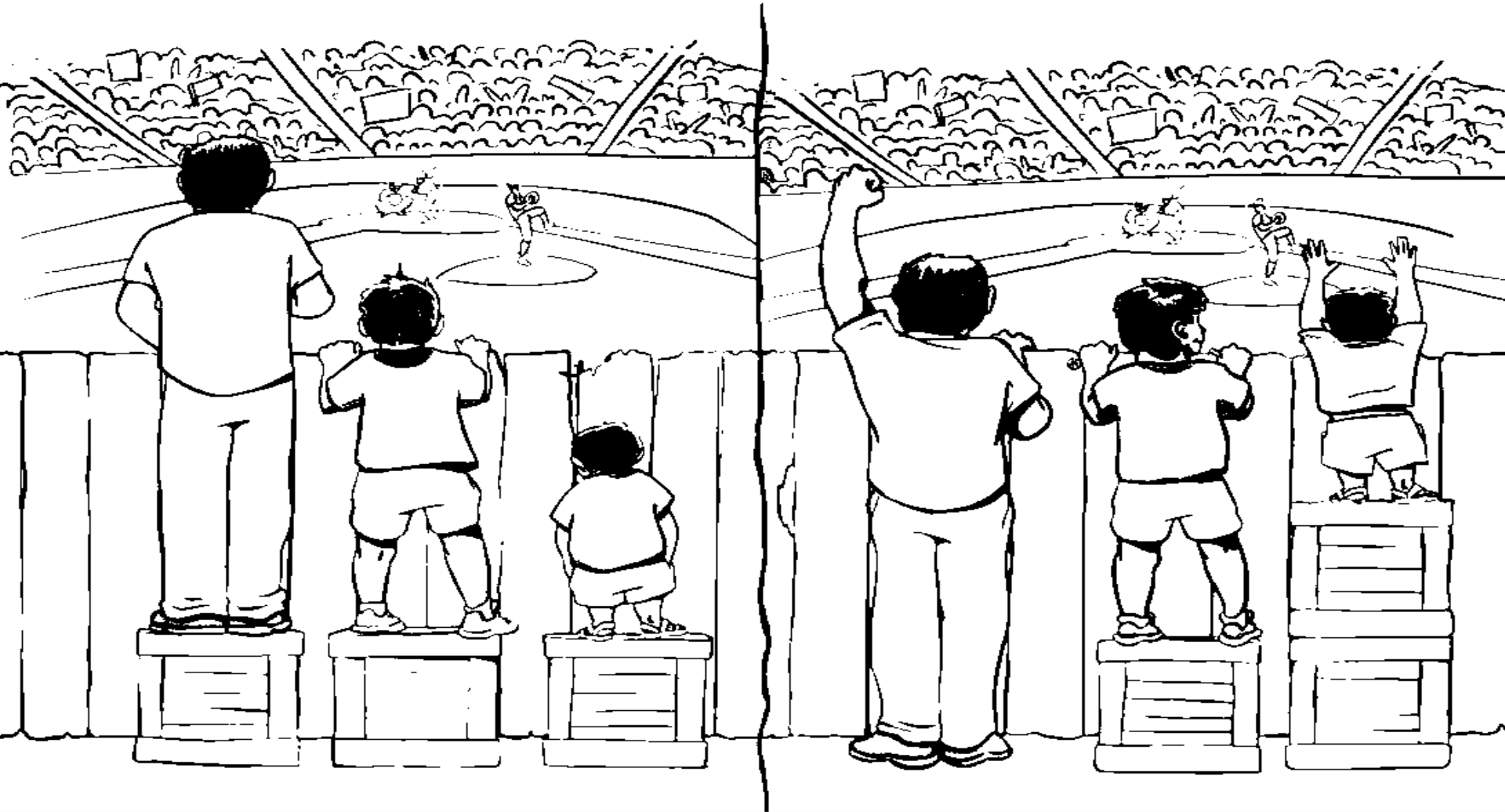
Gender Analysis in Strategic Planning



Best practices to utilize gender analysis to promote U.S. foreign policy priorities in strategy drafting.

EQUALITY

EQUITY



The state or condition that affords men and women of all gender identities equal enjoyment of human rights, socially valued goods, opportunities, and resources

Making provisions to ensure fairness

Sex is the classification of people as male, female, or intersex. At birth, infants are assigned a sex based on a combination of bodily characteristics including chromosomes, hormones, internal reproductive organs, and genitalia.

Gender is the socially constructed set of roles, rights, responsibilities, entitlements, and behaviors associated with being a woman or a man in societies.

Gender and U.S. Foreign Policy Goals

Closing the gender gap directly contributes to U.S. national security interests

Women's participation is a predictor of peace

Women moderate extremism

Women promote dialogue and build trust

Women bridge divides and mobilize coalitions

Women broaden societal participation

Women experiencing lower rates of GBV is an indicator for stability

Women break the "conflict trap"

Gender and U.S. Foreign Policy Goals

Closing the gender gap increases U.S. prosperity

If 600 million more women have access to the internet, annual GDP will increase by US\$13-US\$18 billion across 144 countries

Women with bank accounts are more likely to invest their income or start a new business

When women control their income, their families have improved access to health and education services

When women farmers own assets, their yields increase and their country's agricultural output grows

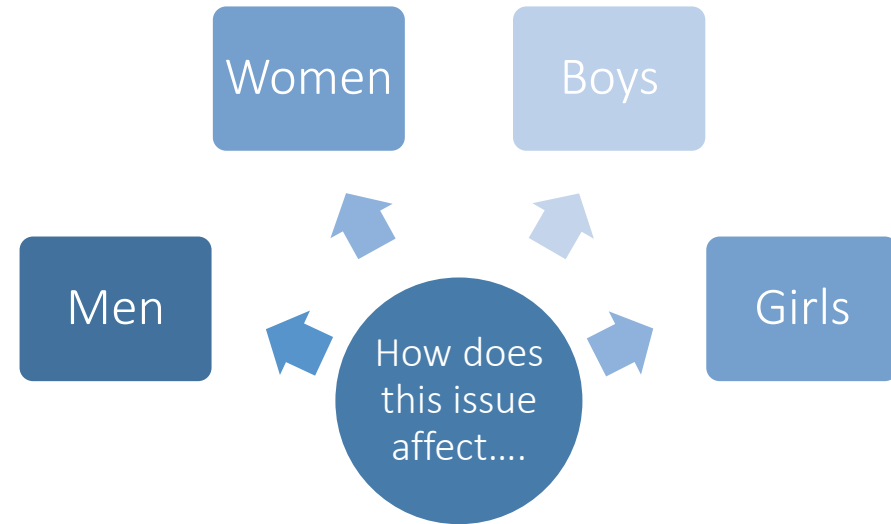
Corporations with more women in leadership show better financial performance

Addressing violence against women and girls improves productivity for businesses

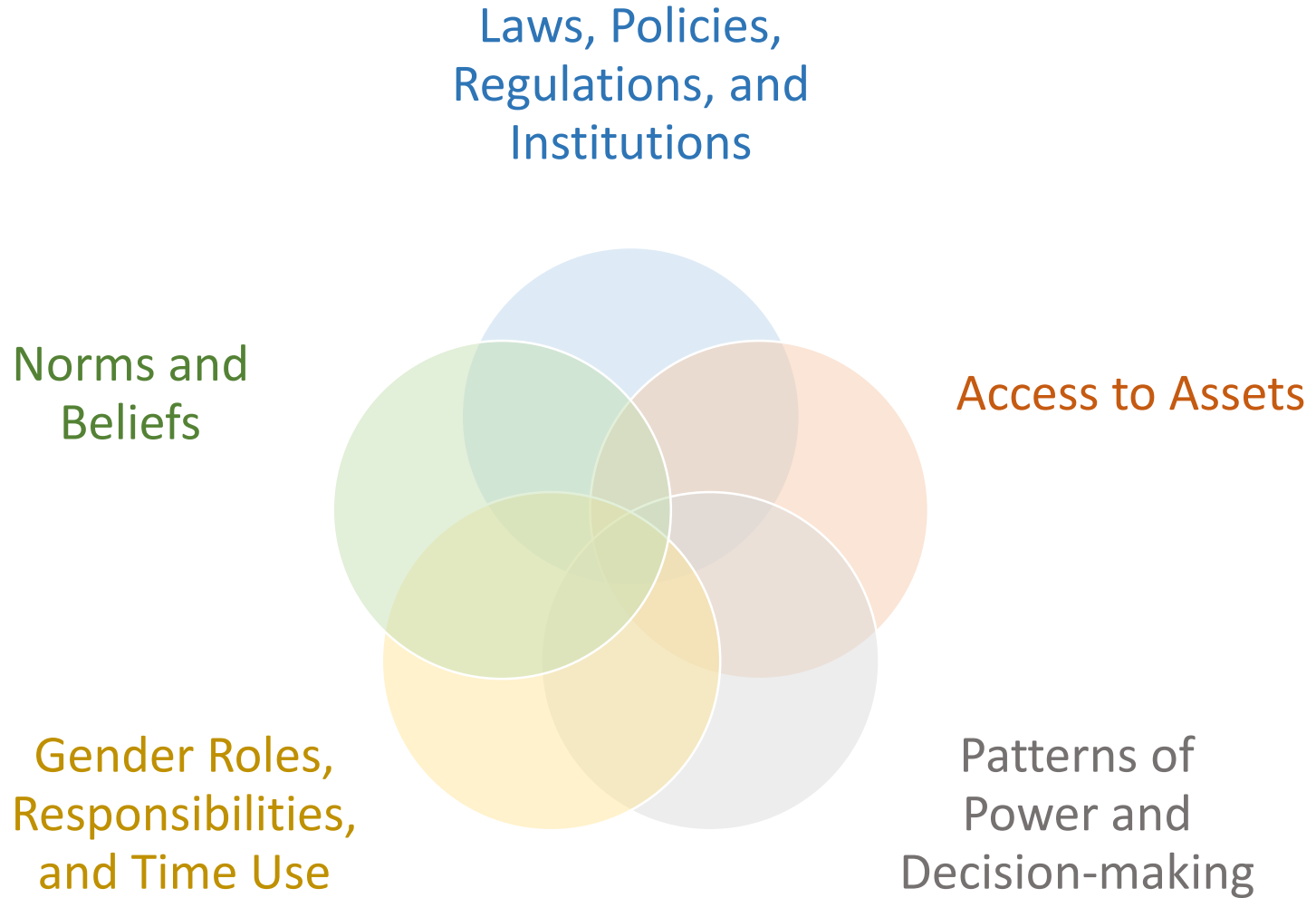
Using a Gender Lens

Using a **gender lens** when planning and making decisions means understanding our work can have different implications based on gender

Start using a gender lens by conducting a **gender analysis**, which organizes and interprets information about gender relations to better understand how to achieve diplomacy and development objectives



Domains of Gender Analysis



Activity: Consider Questions to Ask

What questions can we ask to apply a gender lens to the political sector?

- Are men expected to run for office? ← Gender Roles, Responsibilities, and Time Use
 - Can women vote? ← Laws, Policies, Regulations, and Institutions
 - Can women get campaign funding? ← Access to Assets
 - Are women perceived as less corrupt than men? ← Norms and Beliefs
 - Are women able to make decisions once in office? Or do other elected officials or the party hold sway? ← Patterns of Power and Decision-making
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Gender Equality and Mission Objectives

Using a gender lens improves activities in support of Mission goals, and contributes to closing the global gender gap

- ⑩ MO 1: Burma consolidates its democracy to become more inclusive, accountable and responsible to its people through good governance and protection of human rights
- ⑩ MO 2: Burma makes meaningful progress toward peace and national reconciliation and begins to construct a shared national identity
- ⑩ MO 3: Burma becomes a globally integrated market economy that supports inclusive, sustainable growth, improved health and higher quality of life for its people
- ⑩ MO 4: Burma people and their government support close ties with the US and increased cooperation on regional and global issues

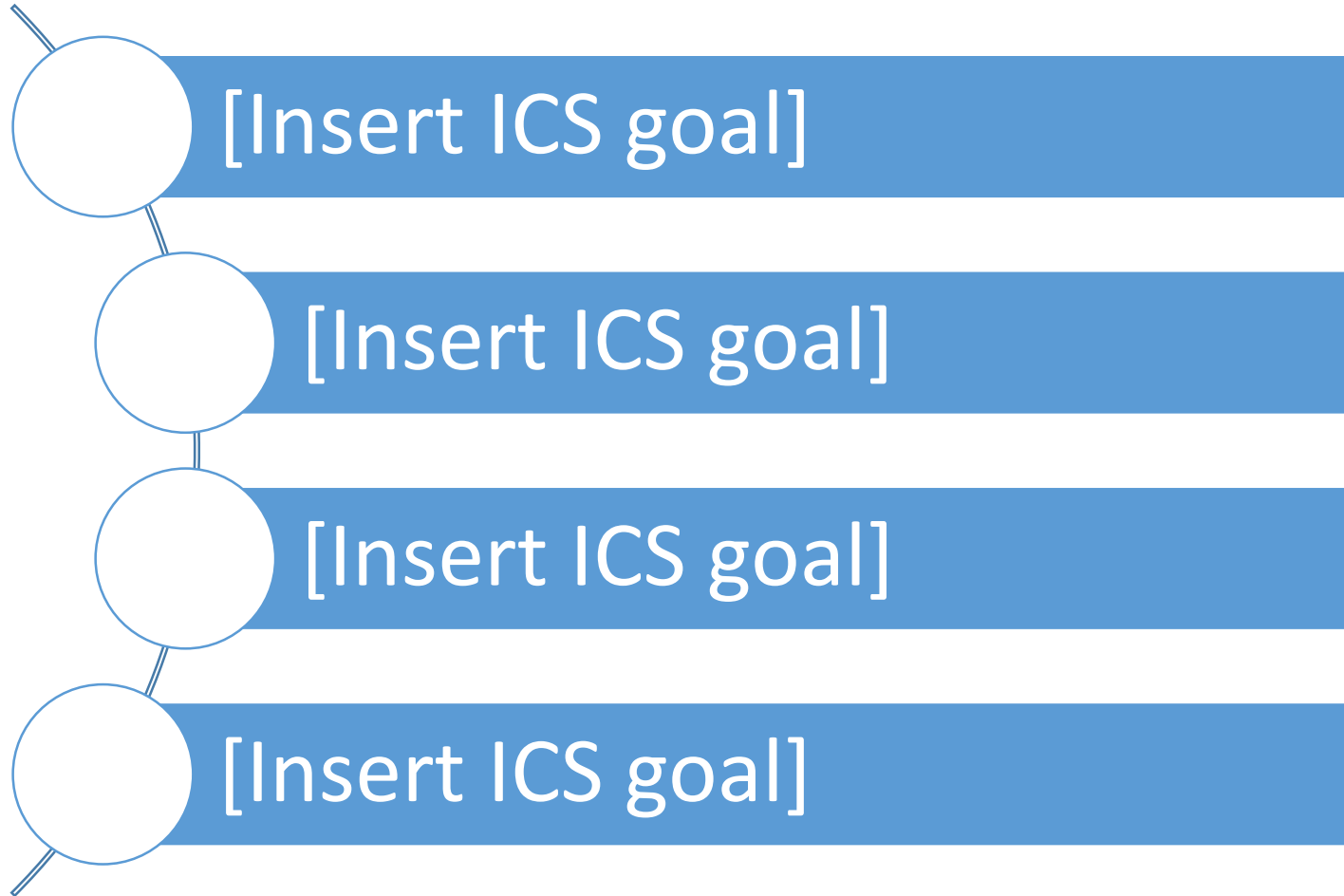
Gender Analysis Tool

Domain of Analysis	Relevant information and/or research to YOUR Post Strategic Objectives	Create Next Steps: 1) Policy 2) Programs 3) Public Diplomacy
Laws, Policies, Regulations, and Institutional Practices		
Cultural Norms and Beliefs		
Gender Roles, Responsibilities and Time Use		
Access to and Control over Assets and Resources		
Patterns of Power and Decision-making		
<p data-bbox="69 1061 678 1093">What other factors should be considered?</p> <p data-bbox="69 1146 799 1275">Examples include age, religion, race, ethnicity, education, marital status, care of children or elderly, class, sexual orientation, gender identity, geographic location, rural/urban residence, disability status, and nationality</p>		

Post Strategic Priority: Advancing Nuclear Non-Proliferation by promoting alternative energy in Country Z.

Domain of Analysis	Relevant information and/or research to YOUR Post Strategic Objectives	Create Next Steps: 1) Policy 2) Programs 3) Public Diplomacy
Laws, Policies, Regulations, and Institutional Practices	Institutional Practice- women not hired in leadership roles for most businesses, women who do enter energy business facing harassment, leading to women not involved in energy decision making, policy design, or laws/regulations	<ol style="list-style-type: none"> 1) Advocate for legal protections for women in the workplace 2) Provide legal drafting support to government 3) Embassy with community program on benefits of women in business leadership
Cultural Norms and Beliefs	Women's participation in economic sector and scientific research not the norm	<ol style="list-style-type: none"> 1) Create Post Gender Working group to craft an action plan on how best to address gender issues in relation to Post Strategic Objectives
Gender Roles, Responsibilities and Time Use	Women largely responsible for elder and childcare, which is serving as a bar to higher education	<ol style="list-style-type: none"> 1) Work with Z government on policies that support women's entrance to tertiary education 2) Programs? Maybe scholarships- contact IVLP and USAID 3) Design PAS campaign on benefits of women's education for whole family/country
Access to and Control over Assets and Resources	Most owners of energy companies and researchers in energy field are men	<ol style="list-style-type: none"> 1) Policy? 2) Programs- scholarships for women scientists 3) Speaker series on women in the alternative energy field
Patterns of Power and Decision-making	Most energy decisions made by men- leaders in industry and government	<ol style="list-style-type: none"> 1) Advocate for women at the negotiation table
What other factors should be considered?	Not sure on how to proceed with risk assessment for vulnerable populations	Contact DRL team of experts on how to proceed here, incorporate into Gender working group/Gender strategy for Post

Activity: Practice Using a Gender Lens



Best Practices for Engaging Governments, the Public, Civil Society, and Colleagues on Gender Equality

- Make women's issues part of bilateral, regional, and multilateral diplomacy
- Engage with all ministries, and elevate the ministry charged with women's issues
- Avoid all-male meetings and panels
- Leverage the international/thematic calendar
- Report what's happening through front channel cables
- Start a gender working group
- Include gender perspectives in talking points, BCLs, background papers, schedules, high-level meetings

S/GWI Toolkits provide best practices for diplomatic engagement, public diplomacy, and programming, and are available at womenandgirls.state.gov
