



# Gender Assessment for USAID / Caucasus / Azerbaijan

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## **The Women in Development (WID) IQC**

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## ACRONYMS AND ABBREVIATIONS

ABA/CEELI	American Bar Association’s Central and Eastern Law Initiative
ACDI/VOCA	Agricultural Cooperative Development International/Volunteers in Overseas Cooperative Assistance
ADRA	Adventist Development and Relief Agency International
ADS	Automated Directives System
AHAP	Azerbaijan Humanitarian Assistance Program
AIHA	American International Health Alliance
APS	Annual Program Statement
CDC	Centers for Disease Control and Prevention
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRS	Catholic Relief Services
CSP	Country Strategy Plan
DAC	Development Assistance Committee
D&G	Democracy and Governance
ERA	Equal Rights Act
FAO	Food & Agriculture Organization of the United Nations
FINCA	Foundation for International Community Assistance
FSN	Foreign Service National
FTA	Free Trade Agreement
FY	Fiscal Year
GABA	Ganja Agribusiness Association
GBI	Gender Budget Initiatives
GOAJ	Government of Azerbaijan
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
ICSR	International Center for Social Research
ICT	Information and Communication Technologies
IDB	Inter-American Development Bank
IDP	Internally-Displaced Persons
IDRC	International Development Research Centre (Canada)
IFDC/AMDA	International Center for Soil Fertility and Agricultural Development/Agri-Input Market Development in Azerbaijan
IFES	International Foundation for Election Systems
ILO	International Labor Organization
IMC	International Medical Corps
IOM	International Organization of Migration
IPED	Institute of Private Enterprise Development
IQC	Indefinite Quantity Contract
IR	Intermediate Result
IRC	International Rescue Committee
IRI	International Republican Institute
IT	Information Technology
IUCN	World Conservation Union
MCI	Mercy Corps International

MP	Member of Parliament
NDI	National Democratic Institute
NDS	National Development Strategy
NGO	Non-Governmental Organization
NRDC	National Resource and Documentation Center for Gender and Development
NRM	Natural Resource Management
OECD	Organization for Economic Co-operation and Development
OSCE	Organization for Security and Co-operation in Europe
OSI	Open Society Institute
PLWHAs	People Living With HIV/AIDS
PMP	Performance Monitoring Plan
PRA	Participatory Rural Appraisal
PSA	Public Service Announcement
RABD	Rural Azerbaijan Business Development
RFA	request for assistance
RFP	request for proposal
SME	Small and Medium Enterprises
SO	Strategic Objective
SPPRED	State Programme on Poverty Reduction and Economic Development
STC	Scientific and Training Center
STI	Sexually-Transmitted Infection
TIFI	Trade, Industry, Finance and Investment
UN	United Nations
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Program
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International Development
VAW	Violence Against Women
WHO	World Health Organization
WID	Women in Development
WTO	World Trade Organization
WVI	World Vision International

## **I. Executive Summary**

During the decade since the end of Soviet rule, patriarchal traditions and gender norms are reemerging in Azerbaijani culture. Disturbing trends of male preference from birth to education to public life warn of even greater challenges ahead. Formerly, both women and men achieved high levels of education and had extensive work experience in the Azerbaijan economy and government. However, today women are more likely to be unemployed, are paid substantially less and discriminated against in the workplace – and the number of women-headed households is on the rise. Women are also lagging far behind in business ownership, except at the micro level. Few women can be found in elected office or in leadership positions in the private or public sector. Even the NGO sector, especially outside of Baku, is dominated by men.

For a variety of reasons, Azerbaijan men are more likely to respond to economic difficulties by migrating to Baku or abroad, especially to Russia. This “temporary” migration increases the pressure on women and families left behind, sometimes abandoned when the man decides to make a new life abroad, or when he returns in ill health from difficult working conditions and/or sexually-transmitted infections (STIs) from unprotected sex. Gender “traditions” feed into the decision to migrate as the man is expected to be the main breadwinner and the wife is often not allowed to work outside of the home. Men rarely take on any household work or child-rearing responsibilities, so their sense of worth is limited to having a job. On the other hand, women carry the double burden of both caring for the family and contributing to family income. Domestic violence is common, but little is being done to address the problem.

In the health area, the gender gap (men die earlier) and overall decrease in life expectancy is a matter of some or great concern depending on the statistics you believe. Similarly, maternal and infant mortality, abortion rates, the rise in STIs including HIV, and morbidity rates are also problematic. The recent reproductive health survey offers some insights, but unfortunately only covers women. Official sex-disaggregated population data raises serious questions about male preference, given the higher numbers of boys from birth to 19 years old.

The result of these gender disparities is not only a human rights issue (as specified in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) ratified by Azerbaijan), but also an under-utilization of human capacity critical to successful development. In the context of USAID’s development program, gender relations can have both a positive and negative affect on sustainable results. If provided with the adequate training and support, the increased participation of educated and skilled women can become an engine for economic and political development - but only if their current barriers are understood and addressed within the context of development programs. Greater economic opportunities should also provide an incentive for Azerbaijan men to choose not to migrate or engage in unhealthy lifestyle choices, a benefit to families and communities throughout the country.

With awareness and commitment by USAID staff and implementing partners, gender integration can improve the relative status of women and men. Recommendations for USAID/Caucasus/Azerbaijan in its new strategy period are:

## **OPERATIONAL RECOMMENDATIONS**

- Mainstream gender issues in all sectors at SO and IR levels in the *new strategy document*
- Use gender-sensitive performance indicators in the Mission's *new results framework/performance monitoring plan (PMP)*
- Include a gender statement in ALL *activity approval documents*
- Include gender component in evaluation criteria in all *RFAs/RFPs*, and ensure that the *selection committee reviews* proposals for gender capacity
- Monitor *workplans and reporting* for compliance with requirement to collect and analyze sex-disaggregated data, and to make adjustments to programs as appropriate
- Increase the level of sensitivity, understanding, and operational integration of gender by *Mission staff*
- Increase the gender equitable staffing and operational procedures (including sexual harassment) of *implementing partners and sub-grantees*
- Include gender components in *assessments* and gender diversity of assessment team composition and informants/interviewees
- Establish a *Mission Gender Working Group* and participate in/establish *donor coordination* Group on Gender

## **SECTORAL RECOMMENDATIONS (summarized)**

### **ECONOMIC TRANSITION RECOMMENDATIONS**

- Conduct the *focused gender assessment of the agricultural sector*, including credit and business development services, recommended in the August 2003 Evaluation of Micro and Small and Medium Enterprises (SME) Credit Activities
- Ensure that *gender analysis of all economic restructuring activities* (e.g., pension, banking, land reforms) is conducted with relevant recommendations integrated into any policy package being developed
- Increase *gender sensitivity and balance* in activities related to credit (especially non-micro credit), association development and business support services
- Integrate *concepts of sexual harassment* into business training, hiring and operating procedures of implementing partners
- Track *gender differences in corruption* analysis to follow whether lessons can be used in anti-corruption activities
- ENERGY: Use *gender analysis to monitor for unintended effects* of energy sector policy changes (e.g., pricing structure and priorities for reform) on women and men
- ENERGY: Develop a *mechanism for women's participation* in the male-dominated energy sector

## DEMOCRATIC TRANSITION RECOMMENDATIONS

- Continue **targeted women's rights and gender equality activities** and share materials widely among all implementing partners
- Promote **gender sensitivity in the media sector** internally to reduce gender stereotyping in coverage of issues
- Increase **women's political participation and issue-based campaigns** that respond to concerns of both women and men
- Provide support to **domestic violence awareness** throughout Azerbaijan, **and protection activities** including the possibility of emergency shelters in Baku and Sumgayit
- Promote **women's activities**: creating a "space" in regions for women to meet and discuss issues, and working on coalition-building among women's NGOs in Baku
- Support a few **pilot activities on men's self-help/social support** with technical assistance on social work principles
- Civic education programs should continue to include **women's rights as part of the human rights curriculum**

## SOCIAL TRANSITION RECOMMENDATIONS

- Note overlap with economic and democratic recommendations above
- Improve **tracking of gender statistics** - poverty, health, migration/mobility patterns, women's and men's participation – at a basic and leadership level – in State Programme on Poverty Reduction and Economic Development (SPPRED) activities
- Support **reproductive health programs**, especially services and supplies targeted at reducing the use of abortion as birth control, youth education to increase male involvement, and STI/HIV/AIDS education and treatment
- Develop **targeted health and healthy lifestyle activities**
- Develop a **more progressive approach to gender** integration in community development models and produce a revised edition of the manual
- Community mobilization groups should continue to **include both women and men, not only as participants, but also as leaders**

## **II. Background**

The USAID/Caucasus Mission partners with Georgian and Azerbaijani counterparts to develop a prosperous and peaceful region based on democratic principles, market economies, and civic participation at all levels. The USAID/Caucasus/Azerbaijan program has been and continues to transition from humanitarian assistance to long-term development building on the foundations established by USAID regional programs since 1992. The Mission does not have stand-alone activities specifically focused on gender issues, but integrates gender concerns across the strategic objectives.<sup>1</sup>

In FY 2004 USAID/Caucasus/Azerbaijan will develop the Mission's new three-year strategy. As part of the preparations for the new strategy, the Mission sought to undertake a gender assessment for the USAID/Caucasus/Azerbaijan Mission. Assessments have been done on the internally-displaced persons (IDP) and refugee populations and in some health areas that touch on gender. However, due to the lack of gender studies in Azerbaijan on the population as a whole, USAID has undertaken this gender assessment to gain a better understanding of gender issues across all sectors of Azerbaijan. The Mission will look to the assessment for guidance on identifying gender issues connected with current programming to deepen those activities and impacts, and for recommendations on monitoring and evaluation over the new three-year strategy period. The analysis and recommendations provided in the assessment will assist the Mission in mainstreaming gender into its new strategy, policies and procedures.<sup>2</sup>

The Automated Directive System (ADS) section 201.3.8.4 requires that a gender analysis be conducted as part of the strategy planning process.<sup>3</sup> To that end, this report will serve as a basis for understanding the overall situation for men and women in Azerbaijan, how Azerbaijan's democratic, economic and social transition has affected both men and women, and how the role of gender is and can be influenced by USAID/Caucasus/Azerbaijan activities.<sup>4</sup>

In addition, 3-hour gender integration training sessions were conducted both for USAID/Caucasus/Azerbaijan staff and for implementing partners in Baku. The training should help lay the groundwork for implementation of strategic and practical solutions to gender-based problems. In addition, the training puts both Mission staff and partners on notice of the obligation to be gender aware in implementing USAID programs.

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<sup>1</sup> Gender Assessment Scope of Work, October 2003.

<sup>2</sup> Ibid.

<sup>3</sup> "Strategic Plans must reflect attention to gender concerns. Unlike other technical analyses described in this section, gender is not a separate topic to be analyzed and reported on in isolation. Instead, USAID's gender mainstreaming approach requires that appropriate gender analysis be applied to the range of technical issues that are considered in the development of a given Strategic Plan." See also III Conceptual Framework.

<sup>4</sup> Background information is based on the limited sources listed in the bibliography and interviews with key informants. See Annexes A and B.

This Gender Assessment Report first presents findings of key gender issues in Azerbaijan, risks and opportunities, and relevant NGOs and public institutions. Then, general recommendations focused on operational gender integration are set out, followed by specific recommendations by strategic objective area (economic, democratic, social transition).

### **III. Conceptual Framework**

The Gender Assessment was developed within the framework of the following documents:

- USAID Automated Directive System (ADS), last modified 1/31/03;
- Mainstreaming Gender: More Effective and Better-Targeted Development;<sup>5</sup>
- USAID/Bureau for Europe and Eurasia’s Strategic Framework.<sup>6</sup>

The last states that “gender considerations are being integrated into United States foreign policy interests and USAID program in order to ensure equal access and opportunities, equal rights, and equal protection in its assistance programs.” The strategic framework notes that “integrating gender considerations will accelerate and deepen the economic and political reform process.”

#### **Terminology**

The assessment reflects the following terminology:

*Gender* is “the economic, social, political, and cultural attributes and opportunities associated with being male and female. The social definitions of what it means to be male or females vary among cultures and change over time.”<sup>7</sup>

*Gender Integration* means “taking into account both the differences and the inequalities between men and women in program planning, implementing, and assessing.”<sup>8</sup>



<sup>5</sup> Estes, Valerie. USAID/E&E Bureau Gender Advisor, *Mainstreaming Gender: More Effective and Better-Targeted Development*, March 2001. (Annex C)

<sup>6</sup> USAID/Bureau for Europe and Eurasia’s *From Transition to Partnership: A Strategic Framework for USAID Programs in Europe and Eurasia*, December 1999. Available at the website: [http://www.usaid.gov/regions/europe\\_eurasia/eeresources.html/strategies](http://www.usaid.gov/regions/europe_eurasia/eeresources.html/strategies).

<sup>7</sup> ADS 200.6 Definitions.

<sup>8</sup> *A Guide to Gender Integration and Analysis: Annex to ADS 200 Series*.

*Gender Analysis* is the methodology applied to development problems to identify and understand the dimensions and relevance of gender issues and gender based constraints. Analysis includes understanding the differences between men's and women's roles, rights and opportunities.<sup>9</sup>

*Mainstreaming gender* means analyzing and adjusting, where appropriate, for potential gender differences throughout the planning, implementation, monitoring and evaluation of all programs and activities. Including gender considerations will result in more effective and efficient development.

## **ADS Requirements**

Gender should be mainstreamed throughout strategy and activity design, activity implementation, monitoring and evaluation. The following are the specific ADS regulations outlining gender considerations.

### A. Strategic Planning

Per *ADS 201.3.8.4 Technical Analysis for Strategic Plans*. **Gender analysis is a mandatory technical analysis** for development of Strategic Plans. Analytical work performed in the planning and development of SOs and IRs must address at least two questions: (1) how will gender relations affect the achievement of sustainable results; and (2) how will proposed results affect the relative status of men and women. Addressing these questions involves taking into account not only the different roles of men and women, but also the relationship and balance between them and the institutional structures that support them. Per USAID's gender mainstreaming approach, the analysis will be applied to all technical issues.

### B. Activity Design and Approval

Per *ADS 201.3.12.6 Activity Planning Step 2: Conduct Activity-level Analyses as Needed*. **Gender analysis is mandatory** for activity approval and a gender statement (one page or less) must be included in the activity approval document.

Per *ADS 201.3.12.15: Activity Planning Step 11: Prepare Activity Approval Document*. The gender statement for the Activity Approval Document must include an outline of the most significant gender issues that need to be considered during activity implementation, with a description of what outcomes are expected by considering these issues or, if the Operating Unit determines that there are no significant gender issues, provide a brief rationale to that effect.

Additionally, per *ADS 201.3.12.6*, the operating units are to ensure that those who will implement the activity are capable of addressing the gender concerns identified during strategic and activity planning. For contracts and grants/cooperative agreements that are issued following a competitive process, this is accomplished by signaling in solicitation

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<sup>9</sup> Ibid.

documents USAID's expectations regarding gender expertise and capacity, tasking offerors with proposing meaningful approaches to address identified gender issues, and placing appropriate emphasis on gender-related elements of technical evaluation criteria.

Finally, per *ADS 201.3.12.6*, The contract or agreement officer is required to confirm that a gender statement is incorporated into the activity description and that relative significance of gender technical capacity is appropriately reflected in the technical evaluation criteria. Alternatively, if the operating unit determines that there are no significant gender issues, the Contract or Agreement Officer will confirm that the rationale for no gender statement has been completed as part of the activity approval.

#### C. Implementation and Evaluation

Per *ADS 203.3.4.3 Reflecting Gender Considerations in Performance Indicators*. It is **mandatory** that performance management systems and evaluations at the SO or IR level must **include gender-sensitive indicators and sex-disaggregated data** when technical analyses supporting the SO show that (i) the activities or their anticipated results involve or affect women and men differently; and (ii) this difference would be an important factor in managing for sustainable program impact. One way to understand the effect of gender on USAID development efforts would be to disaggregate performance information by sex.

Per *ADS 203.3.6.1 When is an Evaluation Appropriate?* Situations that may require an evaluation include, among others, when performance information indicates an unexpected result such as gender differential results.

Per *ADS 203.3.6.2 Planning Evaluations*. Gender considerations should be included among the steps for data collection in analysis (as provided in 203.3.4.3).

Additionally, per *ADS 203.6.2: Evaluation*, a situation that may require an evaluation is one in which performance information indicates an unexpected result (positive or negative) such as gender differential results that should be explained.

Per *ADS Table 203E Portfolio Review*, within the customer/partner perception area of concern, both existing and any new gender issues should be addressed.

#### D. Acquisition and Assistance

Per *ADS 302.5.14 Direct Contracting* and *ADS 303.5.5b Grants & Cooperative Agreements*, the contracting officer must incorporate into an RFP, RFA or APS a gender statement or rationale specified in *ADS 201.3.12.6* (see above).

### **IV. Key Findings, Risks & Opportunities**

The key gender differences in Azerbaijan identified below are based on a variety of sources, including data collected from reports of the Government of Azerbaijan (GOAJ), the United Nations Development Program (UNDP), reports related to CEDAW

(Convention on Elimination of all forms of Discrimination Against Women), USAID-funded assessments, and various American and Azerbaijan research sources. A bibliography of resources consulted is included as Annex A. Of equal importance, the analysis below also reflects the opinions expressed in interviews with key informants, including USAID staff and implementing partners, selected Azerbaijan NGO leaders, government officials and individuals. See Annex B for a list of those interviewed.

## **Current Strategy**

The findings in the current strategy’s gender section<sup>10</sup> are still true. In particular the three statements about women continue to present a development challenge: (i) “... traditional social norms continue to restrict women’s roles in the economy.”; (ii) “As a result of social and physical displacement, as well as loss of jobs by men, women are increasingly become [sic] family breadwinners.”; and (iii) “Females represent a large proportion of small traders and vendors, so the challenge will be for them to move into small enterprises.” As discussed in the economic sector sections below, the opportunities for female entrepreneurs have largely not been recognized.

## **CONCEPTUAL ISSUES**

### **Patriarchal Traditions Reemerging**

In many spheres in which inequalities between men and women are identified, Azerbaijan’s “traditional” or “Eastern“ culture is used as an explanation and even a justification for continued inequality. For example, both men and women often express



approval for the notion that women should not work outside the home or that preferences should be given to men in employment because the man should be the breadwinner in the family. This gender stereotype is pervasive despite the fact that a significant number of households in Azerbaijan are women-headed. In 1998, the CEDAW Committee expressed concern about “insufficient governmental

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<sup>10</sup> USAID/Caucasus/Azerbaijan Strategy (2001-2003) p.10.

commitment to eliminating deeply-rooted patriarchal attitudes and avoiding the danger of the resurgence of fundamentalist tendencies.”<sup>11</sup> In the political sphere, the removal of Soviet-era quotas for women has led to a significant drop in the number of women in elected office – e.g., from nearly 40% to 12% in the current Parliament.

The attachment to “Azerbaijani culture” adds complexity when developing a strategy to overcome such inequalities: a basic public awareness campaign will likely not be effective without a more sophisticated approach toward raising consciousness of the negative impacts of inequality on families and communities. Mothers and mothers-in-law (as well as other in-laws) play a major role in enforcing restrictions on women. Even those who are conscious and working toward change face a difficult uphill battle to overcome strong patriarchal perceptions that permeate both men’s and women’s consciousness. One example was raised by several informants who explained that women heads of household can have careers because they are not considered “women” anymore. Similarly, outgoing single women risk having their reputation ruined and becoming branded “unmarriageable” if they travel for work, or study abroad.

### **Lack of Understanding of/Commitment to Gender Equality Concepts**

The term “gender” is used interchangeably with “women” among most women activists and government officials. Similarly, some gender stereotypes are so embedded in Azerbaijani culture that they are noticeable in the rhetoric and writings of some local “gender experts.” For example, many seem to accept the division of “men’s” and “women’s” labor and other types of gender discrimination in the labor market.

## **PRACTICAL CONCERNS**

### **Pregnancy and Home Obligations**

In Azerbaijani culture, marriage is synonymous with children and a new wife is expected to have the first child within the first year of marriage. In most families, Azerbaijan women still carry the double burden of family and economic responsibilities (especially food cultivation and trading activities). According to sociological reports and informant interviews, Azerbaijan men rarely take on even the smallest share of household work or child-rearing responsibility. Moreover, women also assume both youth and elder care, and most health-related responsibilities for the entire family. Thus, lack of time is cited as a major barrier to women’s interest and/or ability to pursue top positions in business or any type of elected position.

### **Special Problems: Restrictions on Working and Travel, Early/Religious Marriage, Cousin Marriage**

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<sup>11</sup> UN Committee on the Elimination of Discrimination Against Women (CEDAW), Consideration of Reports of States Parties: Azerbaijan Initial Report (1 September 1996), 1998

Throughout Azerbaijan, but especially in the regions, women face family restrictions to equal access to *education, work and travel*. The former system of control on school attendance has been removed, allowing greater freedom for educators to demand “gifts” from parents and for parents to keep children out of school (for financial or other reasons). Both women and men interviewed explained that families must protect a girl/woman’s reputation, and that, for example, the closure of regional higher education institutions has limited opportunities especially for young women because of the travel required. One Baku university graduate explained that her family would never permit her to study abroad because of what the neighbors might say. Outside of Baku, many men explained that they would not/do not permit their wives to take a job outside the home and several single women explained that they would have to stop working when they got married. The lack of women’s participation in *public life* at the local level was officially noted in SPPRED as women participated in the survey (in their homes) at a rate of 39%, but only 10% in the focus groups (held in public locations).

In difficult financial times, young women are being disadvantaged not only because of educational preferences given to boys, but also because they can be pressured into *early marriages*. When the bride (or groom) is below the legal age, there is only a religious ceremony that is not recognized by law; the legal ceremony is conducted only after the couple is both of age. This practice is problematic for the girl because of health issues associated with early pregnancy, the loss of educational opportunities (ended with marriage), the lack of legal protections in case of marital problems, and the power imbalance of a young woman in the home of her new in-laws.

The practice of *cousin marriage* is still widespread in Azerbaijan. The issue of blood-related marriages was even noted by President Aliyev in 1995. Anecdotally, several young working women credited their ability to reject family pressure for a cousin marriage to their living in cities and having good jobs. Reproductive health professionals expressed great concern about the health implications for children conceived in cousin marriages, and noted the high incidence of birth defects. New research and advocacy is being prepared by the NGO Symmetry to highlight the risks of cousin marriage – both the health of future children and the resulting vulnerability of the bride. As a rule, the family control is stronger in these marriages, the benefits accruing to the husband who can threaten total isolation to the bride should she try to challenge or leave a bad situation.

### **Employment Discrimination and Sexual Harassment**

Despite a recent history of near-parity in education, women are more likely to be unemployed, are paid substantially less and discriminated against in the workplace. Azerbaijan labor law provides for non-discrimination in employment, including equal pay for men and women, protection for women from pregnancy discrimination, and positive discrimination from heavy and night work. Even in the female-dominated sectors of education and health/social, the ratio of women’s wages to men’s wages was just 72%

and 55%, respectively.<sup>12</sup> Discrimination against women in hiring and promotion is widely reported, especially in the new private sector. In certain categories of work such as secretarial and administrative, employers prefer young women – both because it is traditionally a “woman’s job” and low-paying, and because those positions are given with an expectation of male privilege (including sexual harassment). In a 2001 survey, about 30% of those surveyed indicated they had experienced sexual harassment from either their employer or co-worker.<sup>13</sup> Women are also lagging far behind in SME business ownership. One business concern unique to potential businesswomen is the fear that corruption could take a more damaging form with sexual harassment as part of a bribe for some government/bank officials. See also Unemployment Patterns below.

### **Men’s Unemployment and Migration**

Azerbaijani men and women are concerned about the nearly decade-long trend of men migrating to Baku and abroad (primarily to Russia) to seek employment and a better life. Several interviewees mentioned that villages were empty of men. When probing the reasons for the exodus, responses included the need to be a breadwinner for the family, lack of flexibility in adjusting to changing market conditions (or refusal to take a low-paying or less prestigious “woman’s” job), and the need to make money in order to get married. The results of this migration are often negative on the family, both when the man is gone when the woman is left to manage everything alone (including heavy agricultural work) and when he returns – perhaps in ill health from difficult working conditions and/or STIs from unprotected sex.

### **War Trauma and Loss of Status**

Several men expressed intense anger, frustration, depression, and/or sadness due to their “failure to protect their women, families and homeland” in Nagorno-Karabakh. Some women at a UNIFEM peace-building conference expressed a willingness to prepare their sons to fight another war. Due to gender-delineated roles, women and men often have different experiences and reactions. Women and children comprise the majority of refugees and IDPs, often without the protection of a male head-of-household. Yet, men who are not from Nagorno-Karabakh will describe the loss of land as a personal failure. Similarly, the loss of status felt during the dismantling of the Soviet system has been described as more debilitating to men whose identity is exclusively linked to his ability to protect his family – physically and financially. Women, on the other hand, have a long list of responsibilities in the family between which to balance.

## **SECTORAL ISSUES**

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<sup>12</sup> Azerbaijan Republic, 2003-2005 State Programme on Poverty Reduction and Economic Development (SPPRED), Baku, 2003, p. 46.

<sup>13</sup> In the 2001 Azerbaijan Sociological Association survey of 2013 women, only 37% affirmatively said they had never been sexually harassed – 13% admitted open harassment and 42% hidden harassment. For those 55%, the perpetrator of the sexual harassment was an employer (35%), co-worker (26%), stranger (15%), step-father (15%), or father-in-law (9%).

## **Economic Risks & Opportunities**

### **Unemployment Patterns**

Women comprise the majority of the unemployed and the majority of those in poverty. An increasing number of women are heads of household due to being widowed, divorced or abandoned. Private companies are hiring more men and/or laying off more women, such as those in the oil industry where nearly 4000 women have lost their relatively high-paying jobs. Many of the only job opportunities available to women are undesirable low-paying and/or temporary jobs under difficult/dangerous working conditions.<sup>14</sup> The recent rise in prostitution is seen as a result of the worsening of employment options for women. Lack of economic opportunities is also a push factor that increases the risk of women being vulnerable to trafficking.

Discrimination in employment creates an added risk to families – both in the loss or reduction of income as the major breadwinner or second money earner in the family. Concern about sexual harassment was noted as the reason some parents will not allow their educated daughters to work and may be part of the reason some husbands do not want their wives to work. The lack of safe and affordable daycare options also makes it difficult for women with young children to work. Men’s unemployment often creates a family and personal crisis (see above).

### **Economic Restructuring**

It has been widely reported that women received far fewer assets in privatization than did men. Based on informant interviews and a cursory review of available literature, it appears that little gender analysis has been conducted of current and proposed legislation that may have similar adverse affects. Laws such as the one on pension reform and labor code revisions can intentionally –



and unintentionally – have a differential impact on men and women. The new pension reform plan based on the number of years paid into the system will adversely affect women relative to men because they earn less, are more likely to work part-time, and take time off work for child-bearing. SPPRED included some useful preliminary gender

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<sup>14</sup> Success in job creation should be measured not simply by the number of jobs, but also by the salaries, benefits, length of employment, and working conditions.

analysis. However, as one governmental official has already noted, the sex-disaggregated data from the household surveys was not adequate to effectively analyze gender patterns in poverty.<sup>15</sup> See Lack of Sex-Disaggregated Data in the SPPRED section below.

### Land/Property Rights

Women and men have equal rights to own and inherit land. During land distribution, each household received land based on the number of adults. As explained by rural families and bankers alike, every member of the household is individually named at the land registry. Thus, before property is transferred or used as collateral, all family members must sign the documents. This system seems to provide women with legally severable property rights. However, it is not clear whether this is true in practice, nor what the impact of marriage – and fact that a woman moves to her husband’s home – has on these rights. As part of any land reform, a comprehensive gender analysis based on both urban and rural realities needs to be conducted. The results of the analysis can then inform decisions on how the law should be changed. Similarly, banking reform should also include a gender analysis before changes, such as rules on collateral, are proposed to ensure that women are not adversely affected.

### Lagging Women’s Business Development

Women are lagging behind in business ownership, except at the micro level. The lack of growth *from microenterprises to small and medium businesses* means a lost opportunity of economic growth in Azerbaijan. The barriers to women’s business development are not fully understood, although the lack of business experience, lack of capital, family



responsibilities, and negative image of career women are some of the causes mentioned. Nevertheless, women are considered to be as good a (or better) credit risk as men. The *agricultural sector* is dominated by family businesses, and the gender implications are poorly understood. As women are heavily involved in agriculture, there should be ample opportunities to help them add value to their products and develop some small businesses

and cooperatives. In addition to SME credit opportunities, *business support services and association building* activities are male dominated and do not seem to have a real

<sup>15</sup> Interview with Saida Bagirova of the World Bank.

commitment to equal access and opportunities for women. One exception is the women-led Bee's Fan Society "Golden Hive," 20% of whose members are women.<sup>16</sup>

### **Energy: Lack of Women At the Decision-Making Table**

The energy field is male-dominated, and women are rarely in decision-making positions. Although women formerly comprised about 20% of the oil industry workforce with representation in all sectors (from secretaries to rig operators), they are disproportionately losing their jobs during recent transitions to private ownership through joint ventures.<sup>17</sup> In the area of energy and water priorities and consumption, when gender roles are truly divided (women are responsible for maintaining the home and family; men for earning income), there are different interests that may not be represented when priorities are being set. This would be especially true in the regions where even fewer women participate in community decision-making bodies.

### **Democratic Risks & Opportunities**

#### **Lack of Women in Political Parties and Government (elected and appointed)**

Only 13 of the 125 members of the National Assembly are women. The percentage of female representation has slipped steadily since independence. However, during Soviet times, a quota resulted in one-third women deputies in the Supreme Soviet of Azerbaijan Republic in 1990. By 1995, women comprised only 12% of the new Azerbaijan Parliament. Now, women are only nominally involved in the political parties, reducing the likelihood of women candidates being put on party lists (and high enough on the list to be elected). Many women activists are again calling for a quota system to increase the representation of women in elected office. A related issue is leadership: even where women are represented, e.g., in city councils, they still are only rarely taking on leadership roles. The main reasons mentioned are lack of interest, lack of time, and the view that such leadership should be left to men.

In addition to increasing the number of women candidates, there is a need to ensure that women as well as men's voices are heard and their needs addressed by elected officials, be they men or women. The new constituent offices could serve as a vehicle for citizen participation if the idea is expanded both to include more members of Parliament (MPs) and to cover more organized constituency input on policy issues rather than individual problem-solving.

#### **Women's Vulnerability to Political Pressure (voting) vs. Human Rights Advocacy**

The recent election showed that women are vulnerable to political pressure due to their large presence in government jobs in the health and education sectors. The threat of

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<sup>16</sup> Interview with Kharbekova Yevdakiya, honey producer, Bee's Fan Society "Golden Hive."

<sup>17</sup> Interview with Solmaz Gadjeva of the Society of Women in the Oil Industry of Azerbaijan

losing their job was given as a reason why busloads of women came to the polls, and why the leading party has the largest percentage of women members. Moreover, in the places where family voting occurs, the male head of household decides the votes of the women in the family. On the other hand, women have also been active in human rights advocacy, including defense of jailed opposition protestors. Some activists noted that women can be even more effective activists because, for example, it is more shocking to see the police beating women.<sup>18</sup>

### **De Jure Equality but no De Facto Protections**

As noted in CEDAW reports, Azerbaijan has a fairly good legal framework for equal rights. However, the lack of enforcement mechanisms and strong patriarchal traditions mean that the de facto situation is quite different in many areas. Despite some indicators of women's success – for example, in educational achievement - the vision of equal rights in the constitution does not reflect the reality for women in Azerbaijan.

### **Lack of Awareness of Women's Rights**

Despite the high profile presence of women in some human rights NGOs, women in Azerbaijan generally do not know their rights as they relate to their everyday lives. Women both in Baku and the regions consistently noted that a lot of work still needs to be done to combat the lack of awareness of women's rights – even on basic issues of the right to work, right to go outside the home, and the right to be free from domestic violence. Most agreed that awareness-raising activities should be conducted with both women and men, but that women need much more attention. Moreover, numerous success stories were noted in which the woman's situation/status in the family improved when she asserted herself. Most NGOs, especially in the regions, use a low-key approach that recognizes the step-by-step progress needed to change strongly-held opinions and traditions. In some instances, community pressure was used and in others, increasing the woman's knowledge and importance to the community (e.g., becoming a peer educator) resulted in a parallel increase in how she was valued and treated at home.

### **Human Rights: Domestic Violence & Trafficking in Persons**

Legislative, policy, and most importantly attitude changes will be necessary to combat the epidemic of domestic violence in Azerbaijan. Estimates on the percentage of women who have suffered verbal abuse is 30%, physical abuse ranges from 20 –38% and sexual abuse is 10% (85% of which is marital rape).<sup>19</sup> Surveys also indicate that the concept and definition of domestic violence are not well understood and not considered a priority, even among most women's groups. Programs like Bir Bol Iki and public service announcements (PSAs), as well as efforts by local NGOs are helping to raise public awareness and starting the process of creating alliances among women's organizations,

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<sup>18</sup> In the recent pre-election episode in Nakhchivan, this issue was solved when women came to beat up the women activists.

<sup>19</sup> USAID Reproductive Health Survey, 2001; 2000 Azerbaijan Sociologist Association Survey.

health professionals, police, prosecutors and the judiciary. The lack of crisis centers (only one in Baku) is a serious gap to building the coordinated community response and shift in attitudes that will be necessary to make a significant change in the protections afforded to victims of domestic violence. According to activists, emergency short-term shelters are needed in Baku and Sumgayit; women in the region need crisis centers, but would not be likely to use shelters at this stage of development.<sup>20</sup>

Azerbaijan has ratified the international anti-trafficking convention and protocols. The new Criminal Code of September 2001 incorporated changes to conform to international counter-trafficking initiatives, however, according to a 2002 International Organization of Migration (IOM) analysis, comprehensive legislation is still necessary to fully address the problem.



Trafficking does not yet appear to be a major problem in Azerbaijan, although some cases involving women going to Turkey and Dubai were mentioned. It is not known whether trafficking in Azerbaijan also affects men seeking employment abroad. The Organization for Security and Co-operation in Europe (OSCE) and IOM are working on trafficking issues with government officials and some local NGOs.

### **NGOs – Male-Dominated, Feuding Women’s Groups, Lack of Social Work Skills**

With some notable exceptions, men dominate the NGO community in Azerbaijan, especially in the regions. In Baku, women are more active and lead several human rights and women’s NGOs. This could be a good opportunity for them to participate in civil society and make their voices heard in contrast to their lack of representation in elected office. Unfortunately, many of the women’s organizations are mired in NGO infighting (over personalities, political preferences, and/or donor funding) and therefore are not supportive of one another. Thus, coalition-building toward a common goal of gender equality can only be considered a long-term prospect. In the regions, women do not participate in NGOs for a variety of reasons and generally have fewer opportunities to gather together.

Considering the significant number of social and health issues in Azerbaijan, NGOs should play a critical role not only in advocacy, but also in filling service gaps through self-help activities (e.g., Alcoholics Anonymous) and with social services (e.g., domestic violence hotlines, counseling). In this regard, the lack of social work skills is a critical

<sup>20</sup> Interview of Leila Yunis of the Women’s Crisis Center/Institute for Peace and Democracy.

problem. This national problem has been identified in the Social Work Education Project, with details noted in a recent Open Society Institute (OSI)-funded needs assessment report by the Baku Education Information Center and Baku State University.<sup>21</sup> It is not clear from the survey report whether and by whom the recommendations will be funded and implemented.

### **Limited Media Portrayal of Gender Issues**

In general, both the broadcast and print media is dominated by men, particularly at the editorial and ownership level. The recent Internews-sponsored local newspaper started in Genje has a woman editor, but all of her staff, including the reporters, is men. Coverage of gender issues is limited, and some complained that media coverage contributes to the negative image of businesswomen. The USAID-supported Internews program Bir Bol Iki and ABA-CEELI PSAs have helped to raise awareness of gender issues, including some sensitive topics like domestic violence, religious marriage and sexual harassment.

### **Social Sector Risks & Opportunities**

#### **Reproductive Health Issues, Including Sex-Selective Abortion**

Health issues of critical importance are maternal and infant mortality and reproductive health in general. The use of abortion as the common form of birth control is a major problem and seems to be on the rise.<sup>22</sup> Moreover, disturbing population statistics suggest



that the use of sex-selective abortion and male preference in health care are a problem. In the category of 0-4 years old, there are 10% more boys than girls (38,000 “missing” girls) and the total difference for all categories 0-19 years old (when the numbers equalize) is 110,000 fewer girls.<sup>23</sup>

The issue of STIs is a growing problem, but one that women do not seem to take seriously due to lack of awareness. In time, this could fuel an HIV/AIDS

epidemic. The fact that sex education is practically non-existent in the schools adds to the problem. The recent reproductive health survey offers some insights, but unfortunately

<sup>21</sup> Also, the MP Bahar Muradova noted this as a priority for donor assistance.

<sup>22</sup> Although official rates are 10 abortions per 1000 women aged 15-49, the estimates from the 2001 USAID Reproductive Health Survey is more than 10 times higher at 116 abortions. And the Survey also shows an increase in the number of abortions per woman aged 15-44 from 2.3 in 1994-1996 to 2.8 in 1996-1998 to 3.2 in 1998-2001.

<sup>23</sup> Azerbaijan State Statistics 2002.

only includes women. For example, according to a survey, nearly 99% of women were virgins at marriage and 98% of them have had only one sexual partner. In order to understand the dynamic of the sexual activity and possible STI transmission, it would have been useful to analyze the same information for men. Considering data of the Municipal Department of Internal Affairs for 1999 that nearly one-quarter of prostitutes detained in Baku have STIs and the high rate of STIs in Russia, the problem in Azerbaijan is likely to get worse.

### **Hidden Gender-Based Violence**

Gender-based violence is another health issue of epidemic proportions. According to estimates, up to 38% of Azerbaijan women suffer from physical violence from a family member. However, due to the widespread acceptance of domestic violence and the strong tradition of family, the subject is rarely discussed. Because medical personnel are supposed to report injuries to the police, patients often will not reveal the cause. According to surveys, both women and men accept domestic violence. The attitude toward rape is also problematic, both due to gender norms and the practicality of police corruption that makes prosecution unlikely.<sup>24</sup> See also the Human Rights section above.

### **Unaddressed Men's Health Issues**

The gender gap (men die earlier) and overall decrease in life expectancy is a matter of some or great concern depending on the statistics you believe. According to official statistics, life expectancy for men is 68.6 years and for women 75.2 years – a 6.6 year gender gap.<sup>25</sup> However, other estimates show the gap as 6.9 or even 8.6 years.<sup>26</sup> Other health statistics show that men disproportionately suffer from trauma, suicide, alcoholism, and drug abuse – related to unhealthy lifestyle choices. Many have opined that men have done psychologically worse in the last decade of transition because they are socialized to be less flexible than women and because of the loss of Nagorno-Karabakh. Sex-disaggregated health access statistics do not clearly show whether adult men are going to health clinics because the numbers are aggregate for all age groups. Anecdotally, several men mentioned that fear about the lack of confidentiality by health and social service workers causes many to avoid seeking help. This issue needs to be more closely analyzed to understand what interventions should be considered to improve men's health. Moreover, since only they serve in the military, men can have additional physical and mental health problems.

### **Disability Issues**

Although the disabled receive some governmental benefits, their lives are often made difficult by families who keep them at home due to shame and/or the lack of accessible

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<sup>24</sup> It was suggested that to avoid the shame of a rape, victims are sometimes encouraged by their families involved to marry the perpetrator.

<sup>25</sup> Azerbaijan State Statistics 2002.

<sup>26</sup> UNDP and Global Edge websites.

equipment and facilities. Girls and women are especially disadvantaged because a disabled woman is not considered marriageable.<sup>27</sup> For men, being disabled is also difficult because the image of a man is one who is strong and healthy. Disabled societies have had some success in piloting self-help programs for the disabled, and represent a successful example of NGOs engaging both in issue-oriented advocacy and service provision.<sup>28</sup>

### **Lack of Sex-Disaggregated Data in SPPRED**

As mentioned above, the SPPRED analysis contained only limited sex-disaggregated data. It will be critical to the development of an effective poverty reduction program that additional sex-disaggregated data is collected and analyzed both as a baseline and for ongoing monitoring of progress. Employment discrimination, lessening girls' education, and other forms of gender discrimination are exacerbated by poverty. In response to concerns raised by a governmental official on this issue, the World Bank had planned to provide some technical assistance funding for some targeted survey work. It is not clear whether or when the work will be done. Several key players participated in a World Bank Institute gender training in Almaty and should now have additional capacity for gender statistics.

### **Gender Bias in Community Development Models**

The community development activities among refugees and IDPs have included gender considerations in their planning and successfully overcome some bias limiting women's participation in activities.

However, barriers still exist to full participation and some partners are more attentive to this concern than others. Unfortunately, the

recently published community development manual does not effectively integrate gender without including some "traditional" concepts that could be detrimental to a progressive approach toward community development. In particular, the labor section divides "men's" and "women's" labor, suggesting at one point that women can help men with their work by "prepar[ing] tea and lunch for hardworking men." In the area of developing women's entrepreneurship, the manual only refers to a microfinance program (and not SME or banks) as a source of credit.



<sup>27</sup> Interview with Makhluqa Rahimova of the Disabled Women's Society.

<sup>28</sup> As with other NGOs, disabled organizations would benefit from technical assistance in the area of service provision to ensure that they do not inadvertently perpetuate harmful stereotypes in their work.

## V. “Gender” Activities of NGOs and Public Institutions

The only Azerbaijan *public institution* that has a specific “gender” function is the State Committee on Women’s Affairs with representatives from each Ministry except the Ministry of Health. The Committee leadership includes a progressive Deputy Chair, Mominet Omarova, who has been working closely with the Council of Europe on improving gender equality through equal opportunities legislation. Azerbaijan’s first Ombudsman is a woman, but the position covers a broad range of issues, with women being only one of many.

*Donor coordination* in Azerbaijan is ad hoc. Thus, there is no existing gender working group or subcommittee through which donors could coordinate their efforts. The Open Society Institute has a Network Women’s Program lead by Gulnara Mamedova. One of their main activities is a gender education project in secondary and higher education. The World Bank’s Operations Manager, Saida Bagirova, has a strong interest in gender issues; the Bank is considering doing a country-wide gender assessment in accordance with their gender mainstreaming policy. The UNDP has a gender point person, currently Nurana Abassova, but currently has no gender projects. UNIFEM has a special Caucasus project on “Women for Conflict Prevention and Peace Building” working mostly in some border areas. The final conference was held in Baku October 25th, but funding for a small follow-on project is expected. The Democracy Commission, which funds two grant cycles a year, includes gender as one of its themes for projects to fund.

Unfortunately, many of the *NGOs* that work on women’s and/or gender issues have an antagonistic attitude toward each other, limiting the amount of coordination and collaboration among them. This situation is exacerbated by competition for foreign donor resources. Below is a selected list of NGOs that are involved in women’s or gender issues, including those collected by Elchin Guliyev of the Program Office:

- Women Rights Protection Society “D. Aliyeva”
- Association of Creative Women
- Azerbaijan Feminist Group
- Azerbaijan Gender Association “Symmetry”
- Azerbaijan Women and Development Center
- Azerbaijan Women’s Society
- Baki Association of Azerbaijan Women
- Charity Center “Havva”
- Charitable Enlighteners Women of Azerbaijan
- “Clean World” Social Union for Civil Rights
- For Equal Rights and Opportunities Disabled Women’s Society
- Gender Research Center
- Public Union of Women “Gaygi”
- Sevil Medjilis of Azerbaijan Women
- Sona Meshketian Turks Women and Children’s Organization
- Women Consulting and Prophylaxis Center
- Women in the Oil Industry Azerbaijan
- Women’s Crisis Center

## **VI. Operational Issues and Recommendations**

**Gender in the New Strategy 2005-2007:** The crosscutting nature of gender requires a mainstreaming approach throughout the portfolio to achieve results. Identified gender issues should be integrated throughout the new Strategy document in each sector at both the SO and IR level, including the SO narratives. The document should also include a general commitment to gender mainstreaming and increased collection and analysis of sex-disaggregated data. During this strategy period, targeted programming will still be necessary to mitigate some gender-specific imbalances.

**Gender-Sensitive Results Framework/Performance Monitoring Plan (PMP):** To the greatest extent possible, the results framework should include gender-specific or gender inclusive language, and all people- and business-level indicators should be disaggregated.

**Gender Statements in ALL Activity Approval Documents:** Based on a cursory review of selected activities, it appears that the Mission is currently not in compliance with the ADS requirement of including a gender statement in all activity approval documents, contracts, grants and cooperative agreements. The Program Office, in collaboration with the Contracting Office and technical teams, should (i) ensure that no new activity documents are approved without the required statement and (ii) try to remedy the omission in activities such as the Rural Azerbaijan Business Development (RABD) that are non-compliant and in the first year of activity.

**Gender Component in Evaluation Criteria in RFAs/RFPs:** Use especially for activities with identified gender issues, and ensure that selection committee reviews proposals for gender capacity. Examples are:

- Gender-relevant research, background analysis, or assessments, and consultations with women's advocates working in the sector and with female and male customers as part of the activity's concept development process;
- Gender analysis as part of the activity design and training, and as a routine part of procurement actions (i.e., subcontracts, task orders, SOWs for consultants);
- Gender-equitable participation in different aspects of the activity;
- Sex-disaggregated data for indicators and targets;
- Gender criteria in evaluation of the project's progress and impact.

For staff qualifications look for:

- Key personnel who have demonstrated sectoral and gender analysis skills;
- Position descriptions, including for leadership positions that explicitly require expertise in gender among US- and field-based staff.

For institutional capacity look for:

- Demonstrated institutional commitment to gender issues in previous contracts, cooperative agreements or grants;
- Gender equitable institutional policies and mission statements, including equal opportunity employment practices, commitment to hiring and retention of both female and male staff, and sexual harassment policies;
- Publications on gender issues;
- Experience in participatory methodologies, working with diverse constituencies, and ensuring stakeholder participation;

- Undertaking gender training for staff, collaborating partners and in country associates.

**Monitor Workplans and Reporting for Gender Integration Compliance:** All contracts, grants, and cooperative agreements should include a requirement that contractors/grantees/implementing partners collect and analyze sex-disaggregated data, and make recommendations on how to adjust programs in response to gender inequities.

**Increase the Mission’s Level of Sensitivity, Understanding and Operational Gender Integration:** The majority of Mission staff and many of the implementing partners participated in the basic gender integration training. Now, the Gender Advisor, Gender Working Group, and/or outside consultation, if necessary, should provide sector-specific technical assistance throughout the Mission and to implementing partners (including those outside Baku) on how to better integrate gender considerations throughout the portfolio. As noted below, members of the Gender Working Group should develop expertise within their SO/technical area. [Note that the G/WID Office has some funded technical assistance, e.g., in the areas of anti-trafficking and rule of law, available upon request through Indefinite Quantity Contract (IQC) mechanisms.] Also, an online gender library containing useful gender resource materials and linkages should be added to the Mission’s shared network drive.

**Increase Gender Sensitivity of Implementing Partners and Sub-Grantees:** To the greatest extent possible, implementing partners and their sub-grantees should be encouraged to maintain equitable staffing and operational procedures (including sexual harassment). Those partners successful in hiring and retaining female employees, and/or increasing participation and leadership of women in activities (especially in the regions) should share lessons learned widely among other partners.

**Gender in Assessments/Surveys:** The Mission should include gender components in assessments, including questions designed to identify and analyze anticipated gender differences. To achieve maximum results, assessment teams should ensure gender diversity both in their team composition and among their informants/interviewees.

**Establish a Mission Gender Working Group and Participate in/Establish Donor Coordination on Gender:** The Mission Gender Working Group goals should include serving as a coordinating body for gender within the Strategic Objective and technical teams in the Mission. The Gender Working Group should have a Team Leader (Mission Gender Advisor or designate) who will provide leadership and coordination and Core Team Members who will act as technical consultants within their respective SO Team. Ideally, it should consist of a diverse combination of male and female, American and Foreign Service National (FSN) member. The Mission Gender Advisor should also participate in donor coordination opportunities on gender – including the World Bank, UNDP, OSI and TACIS – all of which have gender programs and/or gender mainstreaming mandates.

## **VII. Sectoral Recommendations**

The recommendations below are based on a review of the Annual Report, the three SO Program Review meetings, and meetings with implementing partners in Baku and the regions.

### **ECONOMIC TRANSITION RECOMMENDATIONS**

- Conduct the focused gender assessment of the agricultural sector, including credit and business development services, recommended in the August 2003 Evaluation of Micro and SME Credit Activities. [Note that technical assistance may be available through a WID IQC mechanism to locate a qualified gender specialist.] Specifically, research should be conducted of both women- and men-owned businesses with a view toward increasing the number and size of women-owned businesses and increasing the attractiveness of business development as an alternative to out-migration for men. The research should cross-identify gender and regional differences to form a baseline for future targeted activities.
- Ensure that gender analysis of all economic restructuring activities (e.g., pension, banking, land reforms) is conducted with relevant recommendations integrated into any policy package being developed.
- Increase gender sensitivity and balance in activities related to credit (especially non-micro credit), association development and business support services. Assist the development of leadership potential, and mentoring and networking opportunities among businesswomen. And, if there is enough interest, support the formation of women business associations.
- Integrate concepts of sexual harassment into business training, hiring and operating procedures of implementing partners (approached from several angles: anti-corruption, human rights, and a progressive way to ensure that women – wives, daughters, sisters, mothers – can contribute to family income without risking reputation).
- Track gender differences in corruption analysis to follow whether lessons can be used in anti-corruption activities.
- ENERGY: Use gender analysis to monitor for unintended affects of energy sector policy changes (e.g., pricing structure and priorities for reform) on women and men.
- ENERGY: Develop a mechanism for women’s participation in the male-dominated energy sector – especially in rural areas where gender roles may be more clearly delineated and lack of women’s input could result in insufficient consideration of family/household (vs. commercial) needs and interests.

### **DEMOCRATIC TRANSITION RECOMMENDATIONS**

- Continue targeted women’s rights and gender equality activities (e.g., Know Your Rights PSAs, Bir Bol Iki program) and share materials widely among all implementing partners.
- Promote gender sensitivity in the media sector internally to reduce gender stereotyping in coverage of issues, including politics and economics where

- women are under-represented. Also, encourage the coverage of social issues, those affecting men and women, young men and young women.
- Increase women's political participation and issue-based campaigns that respond to concerns of both women and men.
  - Provide support to domestic violence awareness throughout Azerbaijan, and protection activities including the possibility of emergency shelters in Baku and Sumgayit. NGOs working on domestic violence and trafficking in persons should be provided the training and technical assistance necessary to ensure they have the capacity to develop an effective coordinated community response to these problems that includes quality services to victims and effective public awareness campaigns.
  - Promote women's activities: creating a "space" in regions for women to meet and discuss issues, and working on coalition-building among women's NGOs in Baku.
  - Support a few pilot activities on men's self-help/social support with technical assistance on social work principles.
  - Civic education programs should continue to include women's rights as part of the human rights curriculum. Also, the programs should continue to teach by example through the development of female as well as male leadership in program administration.

#### SOCIAL TRANSITION RECOMMENDATIONS

- Note overlap with economic and democratic recommendations above.
- Improve tracking of gender statistics - poverty, health, migration/mobility patterns, women's and men's participation – at a basic and leadership level – in SPPRED activities.
- Support reproductive health programs, especially services and supplies targeted at reducing the use of abortion as birth control, youth education to increase male involvement, and STI/HIV/AIDS education and treatment.
- Develop targeted health and healthy lifestyle activities (including the responsiveness of health professionals to gender-based violence such as domestic violence and sexual assault).
- Develop a more progressive approach to gender integration in community development models - leadership, labor, economic resources, etc. – and produce a revised edition of the manual.
- Community mobilization groups should continue to include both women and men, not only as participants, but also as leaders. Special attention should be paid to the process of formation to ensure that women are participating equitably when compared to their numbers in the local community. As appropriate, special interventions may be necessary to develop leadership skills among women.

**SCOPE OF WORK**  
**Integrating Gender into USAID/Caucasus/Azerbaijan's**  
**FY 2004 - 2007 Strategic Plan**

**Background**

USAID/Caucasus Mission partners with Georgian and Azerbaijani counterparts to develop a prosperous and peaceful region based on democratic principles, market economies, and civic participation at all levels. The USAID/Caucasus/Azerbaijan program has been and continues to transition from humanitarian assistance to long-term development building on the foundations established by USAID regional programs since 1992. The Mission does not have stand-alone activities specifically focused on gender issues, but integrates gender concerns across the strategic objectives.

**Objective**

In FY 2004 USAID/Caucasus/Azerbaijan will develop the Mission's new three-year strategy. As part of the preparations for the new strategy, the Mission is seeking TA to undertake a gender assessment for the USAID/Caucasus/Azerbaijan Mission. Assessments have been done on the IDP and refugee populations and in some health areas that touch on gender. However, due to the lack of gender studies in Azerbaijan on the population as a whole, USAID is undertaking this gender assessment to gain a better understanding of gender issues across all sectors of Azerbaijan, looking for guidance on identifying gender issues connected with current programming and deepening those activities and impacts, and recommendations for monitoring and evaluating over the new three-year strategy period. The analysis and recommendations provided in the assessment will assist the Mission in mainstreaming gender into its new strategy, policies and procedures. This Scope of Work focuses only on the Mission program in Azerbaijan.

**Tasks**

1. Conduct a Gender Assessment:

*Note: This assessment is not focused on IDPs or refugees, but the population as a whole.*

- A. **Conduct a Gender Assessment of the Current Situation:** Identify areas of inequality, lack of equal participation and access due to gender constraints. Determine the extent to which gender considerations are integrated into Azerbaijan's institutional, legal and regulatory environment. Identify key governmental agencies, NGOs, and other donor organizations that are active in the arena of gender issues.
- B. **Develop Recommendations for Integrating Gender.** Describe the key role of gender for each Strategic Objective and recommendations on indicator development, data collection and analysis disaggregated by sex, (and possibly by other groups). Present recommendations for methods and actions for gender integration throughout the program cycle in compliance with ADS requirements.
- C. **Gender Briefings.** Organize and facilitate one or two sessions of one to two hours each for Mission staff and implementing partners. Topics for the sessions will include but not be limited to: a background to the Agency ADS guidelines on gender

integration; why integrating gender leads to more effective results; and a summary of findings and recommendations.

## Methodology

1. Prior to departure for Azerbaijan, review documents, USAID Gender Policy, programs. These will include: current USAID/Caucasus/Azerbaijan Strategic Plan and applicable sections from the Annual Report, E&E Bureau literature and policies on gender mainstreaming, background information on gender issues in Azerbaijan, examine existing studies and other in-country data, gender assessments and action plans from other countries in the region, which can be used as models by the team; and USAID/M/OP procurement guidelines.

Some local resources:

- [www.azerweb.com](http://www.azerweb.com).
  - Azerbaijan's State Programme on Poverty Reduction and Economic Development (SPPRED) will provide background on the Government of Azerbaijan's main development program, social and economic issues.
  - Reproductive Health Survey Azerbaijan, 2001 (sponsored by USAID among others).
2. In conducting the information collection phase of the work, the team shall interview the following and collect related information:
    - Members of SO Teams and the Program Office
    - USAID implementers, as identified by the Mission in advance and approved by the Mission
    - National and local leaders and NGO representatives, as identified by the Mission
    - Major donors or international organizations which have important gender programs in Azerbaijan as identified by the Mission in advance and approved by the Mission
    - Stakeholders- residents, NGO workers and local government – officials in two regions outside of Baku
    - Informal discussions with other relevant individuals

## Deliverables

1. In-brief and Initial Workplan

Within two working days of arrival, the contractor shall provide an initial briefing and a draft work plan.

2. De-briefing and Report Overview

The consultants shall present an oral de-briefing to the Mission near the end of their work in-country, including principal findings and recommendations. Written notes

from the de-briefing and a summary and outline of the Gender Assessment Report will be left with the Mission after the de-briefing.

### 3. Gender Assessment Report

A preliminary draft shall be submitted to the Mission no later than seven working days after departure from Azerbaijan. The draft report also will be submitted to the Task Order Leader at Devtech Systems. The recipients will provide written comments within seven working days of the draft submission.

A revised draft Gender Assessment incorporating comments shall be submitted to the Mission, EGAT/WID, and the E&E Gender Advisor, no later than seven working days after receiving the above comments. The Mission, EGAT/WID and the E&E Gender Advisor shall provide any additional written comments within five working days of the revised draft.

The final Gender Assessment will be submitted within five working days after receiving comments on the revised draft.

### 4. Training on Gender Mainstreaming.

Consultants will provide training for the USAID Mission staff and implementing partner staff on gender mainstreaming. The objective is to increase awareness of the Mission staff and implementing partners in gender sensitivity and gender analysis, information about and skills for addressing gender issues and the ADS guidance on gender in USAID programming.

### **Estimated Level of Effort**

The Scope of Work will be carried out by a team of two consultants experienced in gender mainstreaming strategies and assessments. The team will consist of one international expat consultant who will serve as Team Leader. The other consultant will be a local hire Azerbaijani experienced in gender issues and gender programs. The level of effort will include 31 days for the team leader and 23 days for the local consultant allocated as follows:

#### International Expat Consultant

- 3 days of preparation time to review Mission documents and prepare for the training program.
- 2 days of travel
- 19 days in country (six-day work weeks):
  - four days for discussion, reporting and training session with the Mission
  - fifteen days for data collection
- 7 days in the US to finalize report. (The Team Leader will be responsible for delivery of the approved, final report.)

#### Local consultant

- 3 days of preparation time for the local consultant to review documents and assist in scheduling and logistics.
- 20 days working with international consultant in-country, participation in the workshop, and assistance with report preparation.

#### *Expat International Consultant*

Mid-level assessment/evaluation specialist with at least four years experience in gender assessment and programming is required. Prior experience in an FSU country is required with specific experience in the Caucasus or Central Asia preferred. Knowledge of USAID Gender Mainstreaming and Strategy Development literature and ADS requirements are critical. Ability to conduct interviews and discussions in Russian or Azeri language is desired. Ability and willingness to travel and work under sometimes-difficult circumstances is necessary.

#### *Local Consultant*

Gender specialist with at least four years experience in gender assessment and programming is required. Experience with international development programs and Azerbaijani gender programs is required. Interviewing and training experience desired. Ability to conduct interviews, discussions and translations in Azeri and English languages required. Ability and willingness to travel to and work in mountainous rural regions is necessary.

### **Performance Period**

It is anticipated that this work will occur in-country between October 17, 2003, and November 14, 2003, with the final report completed before the end of December.

### **Special Provisions**

1. Duty Post: Baku, Azerbaijan (travel to activity sites outside of Baku will be required).
2. The evaluation team members are requested to bring lap-top computers with them and are prepared to use them at their hotel or an alternative location.
3. The Mission cannot provide office space or logistical support.
4. A six-day workweek is authorized for all experts.
5. The CTO may approve an extension of the Task Order not to exceed 45 days provided that it does not increase the ceiling price of the task order or provide for new work.
6. A translator will accompany the team, at contactor expense. Mission will assist in identification of a candidate.
7. Local transportation is the contractor's responsibility when Mission staff are not available to accompany the consultants on field visits.

### **Reporting Requirements**

The consultants will work closely with the Baku-based Program Officer who will have oversight of the team while in country. Entry and exit meetings of the consultants with the Country Coordinator, Program Officer and SO Teams will be organized. All deliverables will be provided for comment to the Mission. The Mission will compile these comments and send them to the Team Leader.

**Contact/Activity List**  
**(Includes those attending Gender Integration Training)**

\* indicates only training, not individual meeting

USAID/Caucasus/Azerbaijan Implementing Partners (see also Annex E)

- ABA/CEELI – John Porter, Gulnara Guliyeva
- ACDI/VOCA – David Sulaberidze
- \*ADRA – Jenny Sequeira
- \*AIHA – Jeyhoun Mamedov
- \*Bank World – Terry Stroud, Chuck Canfield
- \*CDC – Emel Mamedov
- CRS – Jack Byrne
- \*Eurasia Foundation – Jamal Shakhverdiyev
- FINCA – Jeff Flowers, Nazila Gurbanova
- \*ICSR – Gulnar Qasimova
- \*IFDC/AMDA – Nazakaf Asadova
- IFES – Charles Lasham, Anna Wiktorovska, Parviz Musayev
- Internews – Geof Giacomini
- \*IMC – Kamala Suleymanova, Afet Alizade
- \*IRC – Arzu Nasirova
- IRI – Andrew Colburn, Fariz Ismailzade, Aybaniz Mammadova
- Mercy Corps – Bill Holbrook, Myriam Khoury, Sue Leonard, Afat Abdullayeva, Uma Kandalaeva
- \*NDI – Mehriban Mammadova, Minaya Slonova
- Save the Children – Tryggve Nelke, Hamid Bilal, Prahlad Man Mali, Christopher Anderson, Elizabeth McGuinness (from Washington, DC)
- \*Shore Overseas Azerbaijan – Parviz Gurbanov
- World Learning – Samir Hamidov, Julie Hamlin, Gudret Aliyev, Samira Heydarova, Anita Reichert
- WVI – Michael McIntyre, Valentina Huber, Ulfar Mehtiyev

Other Baku NGOs

- Association for Protection of Women’s Rights – Novella Jafarova
- Azerbaijan Gender Association “Symmetry” – Kamilla Dadasheva
- Azerbaijan Gender Information Center – Elena Kasumova
- Charity Center “HAVVA” – Solmaz Yusifova
- Disabled Women’s Society – Makhluqa Rahimova
- Islam, Democracy and Human Rights Center – Aytakin Imranova
- Society of Women in the Oil Industry of Azerbaijan – Solmaz Gadjieva
- Western University Gender Research Center – Lidiya Rasulova
- Women & Development – Parvana Mamedova, Gulnara Rustamova
- Women’s Crisis Center/Institute of Peace and Democracy – Leila Yunus

#### Government Officials

- Bahar Muradova, Member of Parliament (YAP)
- Zohra Guliyeva, Head of (ministerial) Committee on Women's Affairs
- Mominet Omarova, Deputy Head of Committee on Women's Affairs
- Durdana Mamedova, Member of Constitutional Court
- Nigar Akhundova, Head of Cultural Policy Dept, Ministry of Culture
- Hijran Huseynova, Vice Dean, Baku State University

#### Donors, International Organizations

- European Commission/Europa House – Janny Bosscher
- Open Society Institute – Gulnara Mamedova, Network Women's Program Coordinator
- UNDP – Nurana Abassova
- World Bank – Saida Bagirova

#### Others

- Kharbekova Yevdakiya, honey producer, Bee's Fan Society "Golden Hive"
- Kamilla Guseynova, banker, Business Association of Organizational and Technical Development
- Baku Reproductive Health Center
- Deborah Welsh, Education Specialist
- Laura Seurnyck, Democracy Commission Coordinator

#### Regional Travel

- Southern Trip – 2 Days
  - Yardimli – AHAP/Mercy Corps meeting w/women's and mixed group
  - Lenkaran – visit to local MP constituency office (Leg. Aide Javid)
  - Lenkaran Legal and Economic Consultation Center – Arzu Dgiafarli
  - Homestay in Lenkaran
  - Lerik – AHAP/Mercy Corps health training staff
  - Village Azerbaijan – group of women
  - Masali – visit to hospital complex and reproductive health center
- Northern & Western Trip – 4 Days
  - Qakh, Meeting w/women nut producers in village of Marsan
  - Qakh Homestay
  - Balekan branch of Women's Right Protection Association – Sayyara Ahmedova
  - Zagatala ACDI/VOCA; AgroCredit – Mehemmed
  - Sheki Women and Development – Dilshad Latifova
  - Sheki Diabetics Association – Mais Safarov
  - Ganja Editor of the newspaper "GanjaBassar" – Nushaba Mamedova
  - Ganja World Vision – Naile Garajemirli, cashier
  - Ganja Agribusiness Association (GABA) – Vugar Babayeva

- Ganja Independent Journalistic Center – Ismayil Veliyev
- Ganja Center “Knowledge” – Jamal Mamedov
- Barda Dinner with AHAP/Save the Children regional staff & partners
- Barda – AHAP/Save the Children mtg w/local NGO partners
- Yevlakh – AHAP/Save the Children mtg w/Community Council Leaders

USAID Staff & SO Team Meetings (see also Annex E)

- Democracy, Economic & Humanitarian SO Program Review Meetings
- Democratic Transition SO Team (K. Strickland, Y. Valiyev)
- Economic Transition SO Team (J. Lee, J. Brannamon, M. Trainor, R. Effendi)
- Humanitarian Transition SO Team (V. Ibaan, G. Rahimova)
- Rena Effendi, Project Mgmt. Specialist – Economic SO
- Elchin Guliyev, Program Specialist
- Valerie Ibaan, Humanitarian Response Specialist
- Bill McKinney, Mission Director
- Gulnara Rahimova, Project Dev. Asst. – Humanitarian SO
- Catherine Trebes, Program Officer
- Yusif Valiyev, Program Mgmt. Asst. – Democracy SO

Other Activities

- UNIFEM Conference “Coalition 1325 and Azerbaijani Women in Peacebuilding Process”
- Public Affairs Meeting on Women in Islam Issues

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- Azerbaijan Gender Association “Symmetry,” AAUW-Carbondale, Women’s Center Carbondale, *The Guidance of Providing the Aid and Protection of the Victims of Domestic Violence*, 2002
- Azerbaijan Gender Information Center, *AGIC Annual Report*, Baku 2002
- Azerbaijan Republic, *2003-2005 State Programme on Poverty Reduction and Economic Development (SPPRED)*, Baku, 2003
- Baku State University & Baku Education Information Center (OSI-funded), *Contemporary Social Problems and Gaps in Social Work Services in Azerbaijan: Assessment Report*, 2003
- International Helsinki Federation for Human Rights, *Women 2000: An Investigation into the Status of Women’s Rights in Central and South-Eastern Europe and the Newly Independent States, Azerbaijan chapter*
- International League for Human Rights (NY) *Women’s Rights in Azerbaijan – Recommendations on Further Compliance with CEDAW* (2001)
- Internews Azerbaijan, *One Half (Bir Bol Iki)*, www.internews.az website
- Save the Children Azerbaijan Field Office, *Lessons Learned: A Report from the Central Area Community Development Program*, Dec 2002
- The State Statistical Committee of the Azerbaijan Republic, *Azerbaijan in Figures 2002* (available on [www.azstat.org](http://www.azstat.org))
- UN Committee on the Elimination of Discrimination Against Women, *Consideration of Reports of State Parties: Azerbaijan Initial Report*, 1996
- UNDP, *Analysis of Azerbaijan Legislation Related to Women’s Rights and Their Protection*” (on UNDP website)
- UNDP, *Comparable Table of CEDAW and Azerbaijan Legislation Related to Women’s Rights* (on UNDP website)
- UNDP, *Human Development Report – Azerbaijan 2002*
- UNDP, *Women and Violence*, Baku, 1998
- UNIFEM Initiative “Women for Conflict Prevention and Peacebuilding in the Southern Caucasus materials
- USAID, Automated Directives System (ADS)
- USAID/Azerbaijan, *Annual Report FY2003*
- USAID/Azerbaijan, selected activity approvals, activity reports, workplans
- USAID/Azerbaijan (by MSI), *Evaluation of Micro and SME Credit Activities in Azerbaijan*, August 2003
- USAID/Azerbaijan, *From Relief to Development*, 2002
- USAID/Azerbaijan, *Reproductive Health Survey*, March 2001/Final Report
- USAID Azerbaijan, *Social and Health Assessment of Residents, Refugees and Internally Displaced Persons in Azerbaijan*, 2002
- USAID/Azerbaijan, *Strategic Plan 2001-2003*, June 2000
- WHO, *Suicide Rates – Azerbaijan*, Geneva 2003

Note: Additional Azerbaijani- and Russian-language materials were gathered and used by the local consultants. Available copies were left with the Program Office.

## MAINSTREAMING GENDER Bureau for Europe & Eurasia (E&E), USAID

### More Effective & Better-targeted Development

Mainstreaming gender is one of E&E's major cross-cutting goals because (1) it gives us better targeted and more effective development activities and (2) it responds to new USAID procurement guidelines which call for attention to gender in planning and procurement.

- **"Gender" is not another word for "women."** It means examining the problems, opportunities, and solutions for **both men and women**, particularly as they may differ.
- **Mainstreaming gender means analyzing potential gender differences** by asking such questions as the following and using the answers to shape planning and implementation:
  - How are the problems of men and women different? How might solutions be different?
  - How might contributions of men and women to programs be different?
  - How might activities differentially affect women and men?

As the examples below show, using gender as an additional lens through which to view and resolve technical issues will result in better targeted and more effective activities.

#### ***Social Transition***

- In Central Asia, a USAID study examined health costs by gender and found that men and women use health facilities differently and that the costs are different. Because of both custom and health problems, men go to hospitals and women to clinics, and men's per-capita care is more expensive. Now, a clinic outreach program specifically targets men, which will improve their preventive care and, thus, their health. It will also result in considerable savings in health budgeting.
- In Kyrgyzstan, recent World Bank research used gender and age in measuring vulnerability. The data show that young men are more economically at risk than women their age and are also particularly susceptible to high-risk behavior such as drinking, drug use, crime -- including drug trafficking -- and physical violence. The lack of work opportunities has resulted in a cycle of hopelessness leading to anti-social behavior. Not only does this have a detrimental impact on communities, it also has major national security implications. Consequently, the report calls for specific targeting of young men in job-creation and other anti-poverty activities.

#### ***Economic Transition***

- In Georgia, a micro-enterprise program had been available only for women. However, a gender analysis of the target population -- internally displaced persons

selling in local markets -- showed that men were also among the poor. In addition, data demonstrated that male and female clients were equally likely to spend extra income on the family rather than on personal expenditures. Consequently, the program was re-structured to include 24% percent men, the proportion of men within the target population. After one year, over 70% of both male and female clients reported an increase in weekly income.

- In Ukraine, creating more women entrepreneurs was an important way to combat the problem of high unemployment rates for women, particularly since women were obvious clients (30% of all new business owners) and because female entrepreneurs create more jobs for women than do male. But, absent specific attention to women, business programs tended to focus principally on men. Consequently, in 1999, USAID asked business-development implementers to analyze the best methods for reaching women, as well as men. The revised targeting resulted in many more women entering the market economy. For example, in one business center, women clients increased 23% between 1999 and 2000.

March 2001

## **Integrating Gender from Concept to Activity Planning to Assessment**

(developed by Susan Somach, based on ADS)

### **KEY CONCEPTS**

**gender** – the economic, political and cultural attributes and opportunities associated with being male or female

**gender integration (or mainstreaming gender)** – analyzing and adjusting, where appropriate, for potential gender differences and the inequalities between men and women in program planning, implementing, and assessing

- should address at least two questions: (1) how will gender relations affect the achievement of sustainable results; and (2) how will proposed results affect the relative status of women. [technical analysis for strategic plans]

**gender analysis** – the methodology applied to development problems to identify and understand the dimensions and relevance of gender issues and gender based constraints. Analysis includes understanding the differences between men’s and women’s roles, rights and opportunities

**“the external” = participation of [each gender]**

- participation
- leadership
- decision-making

**“the internal” = benefits to [each gender]**

- be aware that activities may have significant differential effects by social group – watch to ensure that neither women nor men are disproportionately affected
- look for unexpected effects that may need to be addressed

**reporting**

- sex-disaggregated data – what’s happening?
- analysis – why?
- proposed actions – what can be done?

## **STEPS FOR GENDER INTEGRATION**

**1. Strategy** – Gender Assessment required as part of strategy development process

**2. Concept Paper**

- Consult with gender section & Gender Annex of Strategy Amendment
- Review any disaggregated data related to development challenge (from previous related activities, published sources, implementing partners, gender experts in the field)
- Identify known gender issues
- Include gender section and identify any further gender analysis needed

**3. Concept Paper** – In one page or less, outline the most significant gender issues that need to be considered during activity implementation. These issues should reflect consideration of the following two questions:

- (a) Are women and men involved or affected differently by the context or work to be undertaken?
- (b) If so, is this difference potentially significant for managing toward sustainable program impact?

**4. Procurement: RFP, RFA, APS, etc.**

- Include gender statement or confirm that rationale for not specifying gender issues is part of activity approval, AND
- For evaluation criteria, include appropriately weighted criterion addressing the gender considerations (see example below\*\*\*)
- Note: G/WID office can help develop criterion to evaluate the plan's positive impacts on the socio-economic status of women, any differential impacts on men and women, and methods for measuring these impacts.

**5. Contract** – Include gender language appropriate to activity (see example below \*\*\*)

**6. Workplan** – Include gender language appropriate to activity that 1) explains how gender considerations are to be integrated and 2) requires collection and reporting of disaggregated data and analysis of gender differences throughout the life of the activity

**7. Reporting** – Check to insure that reports include:

- Disaggregated indicators
- Other disaggregated information
- Analysis of any significant gender differences
- Proposed actions to correct identified gender differences, if appropriate

**8. Customer Feedback** – Any activities, such as those listed below, should include both women and men and should be developed recognizing the roles and responsibilities of both women and men.

- Consultation with customer representatives

- Identify intended customers
- Use of focus groups, town meetings, surveys
- Assessments

**9. Assessments & Evaluations** – can be used when performance information indicates an unexpected result (positive or negative) that should be explained (e.g., gender differential results). *[Note also that assessments and evaluations, like any procurements, should integrate gender considerations, i.e., composition of the assessment team, ensuring that gender issues are identified and included in the scope of work, and collecting disaggregated data.]*

**\*\*\*SELECTED EXAMPLES of GENDER LANGUAGE**

**RFA Language (general integration of gender)**

Gender Overall: Likelihood to reach and benefit a diverse group of beneficiaries, including both female and male young people [entrepreneurs, etc.] from both minority and majority ethnic groups.

**Contract/Grant Language**

Gender integration is an important part of this project, focusing on the participation of and benefits to each gender. To the greatest extent possible, the Contractor/Recipient shall seek to include both men and women in all aspects of this program including participation and leadership in meetings, associations, working groups, training and counseling activities, exchanges, and delegations.<sup>\*</sup> The Recipient shall collect, analyze and submit to USAID sex-disaggregated data and propose actions that will address any identified gender-related issues.

\* Note: the activities listed should be modified to reflect the project that is being implemented.

**Gender Integration Training Review**

**3-hour Gender Integration Training for USAID/Caucasus/Azerbaijan staff  
October 24, 2003 (10 attendees)**

**Program Office**

Catherine Trebes  
Elchin Guliyev

**Democracy Office**

Kelley Strickland  
Yusif Valiyev

**Procurement**

Shahid Pervaiz

**Humanitarian Office**

Valerie Ibaan  
Gulnara Rahimova

**Economic Office**

Rena Effendi  
John Brannaman  
Michael Trainor

**3-hour Gender Integration Training for USAID/Caucasus/Azerbaijan  
Implementing Partners & Interested NGOs\* November 6, 2003  
Two sessions (total of 38 attendees)**

Those attending included representatives from the following implementing partners and NGOs:

- ABA-CEELI
- ADRA
- AIHA
- Bank World
- CDC
- Eurasia Foundation
- FINCA/Azerbaijan
- IFDC
- IFES
- IMC
- IRC
- IRI
- MCI
- NDI
- STC
- Shore Overseas
- World Learning
- World Vision
- Association for the Protection of Women's Rights "D.Aliyeva"
- Azerbaijan Gender Association "Symmetry"
- Azerbaijan Information Gender Center
- GAM
- ICSR
- SQL
- Sava Humanitarian Center
- Western University Gender Research Center

**Training Agenda**

I. Introduction & Gender Exercises

- II. WHAT, WHY, WHO & WHEN of Gender Integration
- III. Gender Issues in Azerbaijan Exercise
- IV. USAID Requirements
  - A. Strategy
  - B. Performance Indicators and Evaluations
    - Impact, Access to resources, Sex-disaggregated data
- I. Techniques
  - A. Introduction to Gender Analysis Frameworks
  - B. Social Relations Approach
- I. Gender Analysis Exercise (Groupwork)
- II. Next Steps
- III. Evaluation

### **Interactive Activities**

- Girls Don't/Boys Don't
- Defining Gender (vs. Sex)
- Gender Differences in Azerbaijan (problems affecting one gender more than the other)
- Why Analysis (one "male" problem – e.g., men's out-migration, one "female" problem – e.g., why only a few women get elected to public office)

### **Group Breakout Training Activities**

- ADS Gender Analysis – for USAID staff
- Know Your Audience – for implementing partners
- Gender and Your Activity – for implementing partners

### **Handouts**

- Powerpoint slides (2 per page)
- Mainstreaming Gender (USAID/E&E) by Valerie Estes – Annex C
- Gender Provisions of the ADS
- Equality of Outcome and Unconscious Bias in a Development Organization from UNDP Learning and Information Pack: Gender Analysis, p. 109-110
- Integrating Gender From Concept to Activity Planning to Assessment – Annex D
- Training Activity Descriptions
- Agenda & Evaluation