ANNEX 1:
ILLUSTRATIVE RESOURCES FOR MINIMUM STANDARDS IMPLEMENTATION

This is a short illustrative list of resources that correspond to each of the eight Minimum Standards for Mainstreaming Gender Equality. This is not an exhaustive list, but rather serves to orient organizations to tools and resources available to support implementation of the standards.

MINIMUM STANDARD 1: GENDER EQUALITY POLICIES

CARE International Gender Policy (CARE, 2009).
http://gender.care2share.wikispaces.net/file/view/English%20CI%20Gender%20Policy%20and%20FAQ.pdf/206673128/English%20CI%20Gender%20Policy%20and%20FAQ.pdf
This publicly available document from CARE is an example of an implementing agency's gender policy. It includes policy commitments and principles, implementation guidance, common standards and key definitions.

Gender Equality and Female Empowerment Policy (USAID, 2012).
https://www.usaid.gov/sites/default/files/documents/1865/GenderEqualityPolicy_0.pdf
The United States Agency for International Development (USAID)'s 2012 Gender Equality and Women's Empowerment Policy cements the Agency's commitment to supporting women and girls and integrating gender equality and female empowerment throughout the Program Cycle and related processes: strategic planning, project design and implementation, and monitoring and evaluation.

UN System-Wide Policy on Gender Equality and the Empowerment of Women (SWAP) (UN, 2006).
http://www.unsceb.org/content/un-system-wide-action-plan-gender-equality-and-empowerment-women-swap-0
The policy seeks to accelerate the efforts of the UN system to advance the agenda for:
- achieving gender equality and the empowerment of women through the practical implementation of the globally agreed commitments contained in the outcomes of global United Nations conferences and summits, and
- providing strong leadership within the organizations to ensure that a gender perspective is reflected in all organizational practices, policies and programs.

MINIMUM STANDARD 2: GENDER EQUALITY CAPACITY BUILDING

CARE Gender Wiki Page (CARE, n.d.).
http://gender.care2share.wikispaces.net/
CARE's Gender Wiki — an open, public source space aimed at promoting knowledge sharing and learning around gender — contains links to a variety of tools and information, including training resources.

Gender 101: Gender Equality at USAID (USAID, 2013).
https://usaidlearninglab.org/library/gender-101-gender-equality-usaid
> This online training course is targeted at USAID staff, but is available to the public. Participants gain a holistic view of gender equality — they will be able to describe what it is and what policies USAID enacts to implement it in the workplace and in programming. Participants will also understand its importance, as well as the roles and responsibilities of every USAID employee to implement and promote it.

MINIMUM STANDARD 3: GENDER ANALYSIS

Introduction to Gender Analysis and Integration (USAID and IGWG, n.d).
> http://www.igwg.org/igwg_media/GenderSafeMothrhd/intro-gendr-analysis-present.pdf
> This workshop presentation provides an introduction to key concepts and methods for gender analysis and integration in health programs.

Gender Analysis, Assessment and Audit: Manual and Toolkit (ACDI/VOCA, 2012).
> http://www.acdivoca.org/wp-content/uploads/2016/07/ACDI-VOCA-Gender-Analysis-Manual.pdf
> The purpose of this toolkit is to provide guidance to ACDI/VOCA staff and consultants on how to conduct gender analysis studies, assessments and audits. It is intended for individuals who are either commissioning or leading the gender study. The toolkit provides useful tools and methods for these studies, as well as guidance on how to operationalize a study from start to finish. Many of the tools presented, such as baseline studies or market assessments, can be easily integrated into other studies.

Good Practices Framework: Gender Analysis (CARE International Gender Network, 2012).
> https://www.care.org.au/wp-content/uploads/2015/02/Good-Practices-Brief.pdf
> This document discusses basic concepts of gender and introduces key areas to consider when undertaking a gender analysis. For each area of inquiry, this brief provides examples of questions that a gender analysis may want to explore, taking into account the domains of agency, structures and relations.

MINIMUM STANDARD 4: BUDGETING FOR GENDER EQUALITY

What is Gender Responsive Budgeting (National Democratic Institute, n.d).
> https://www.ndi.org/sites/default/files/Handout 4 - Gender Responsive Budgeting.doc
> This document provides a brief overview of gender responsive budgeting (GRB), including definitions, rationale, examples and illustrative outcomes in countries where gender responsive budgeting has taken place.

Gender Responsive Budgeting in Practice: A Training Manual (UNFPA and UNIFEM, 2010).
> http://www.unwomen.org/en/digital-library/publications/2010/1/gender-responsive-budgeting-in-practice-a-training-manual
> This training manual is intended to build capacity in the application of gender budget analysis. The manual seeks to build understanding of GRB as a tool for promotion of gender equity, accountability to women's rights, and efficiency and transparency in budget policies and processes.

MINIMUM STANDARD 5: SEX AND AGE DISAGGREGATED DATA

Sex and Age Matter: Improving Humanitarian Response in Emergencies (Feinstein International Center, Tufts University; United Nations OCHA; CARE, 2011).

> http://fic.tufts.edu/publication-item/sex-and-age-matter/
> This report shows that proper collection, analysis and use of sex and age disaggregated data, or SADD, allows operational agencies to deliver assistance more effectively and efficiently in a crisis. This report is intended for policy makers and senior operational actors within both the United Nations and international NGOs, and is also directed at donors who fund humanitarian response to natural disasters and situations of armed conflict.

Standard Foreign Assistance Indicators (USAID and U.S. Department of State, n.d.).

> https://www.state.gov/f/indicators/
> Drawing on technical expertise within both the State Department and USAID, the standard foreign assistance indicators were developed to measure and illustrate what foreign assistance accomplishes. Standard foreign assistance indicators measure both the outputs directly attributable to the U.S. government and outcomes to which the U.S. government contributes.

Collecting and Reporting of Sex and Age-Disaggregated Data on Adolescents at the Sub-National Level (UNICEF, 2016).

> https://data.unicef.org/wp-content/uploads/2016/11/Data-Abstraction-Guide-November-2016.pdf
> This document guides countries through the process of collecting and reporting sub-national data on adolescents to inform program planning and implementation efforts. This guidance has been developed specifically to identify data gaps for adolescents and to inform immediate program planning needs at the sub-national level. Where national systems are being adapted to integrate adolescent SADD into routine monitoring, this guidance informs interim measures to fill data gaps to capture and report adolescent SADD.

MINIMUM STANDARD 6: GENDER EQUALITY INDICATORS

Intervention Guide for the Women's Empowerment in Agriculture Index (USAID, 2016).

> http://pdf.usaid.gov/pdf_docs/PBAAC419.pdf
> The WEAI Intervention Guide provides guidance to donors and implementers of agricultural market development programs on how to translate the evidence and insights gained from the WEAI survey results into practice. It assists practitioners in selecting and designing the evidence-based interventions that are most relevant to the domains of empowerment prioritized in the WEAI, using a market systems and gender-responsive approach.

Engendering Evaluation at USAID (USAID, 2016).

> https://usaidlearninglab.org/library/how-note-engendering-evaluation-usaid
> This How-to Note is part of the Monitoring and Evaluation Series. It describes key steps and good practices in engendering evaluation.

Gender and Indicators (BRIDGE, Institute of Development Studies, n.d.).

> http://www.bridge.ids.ac.uk/bridge-publications/cutting-edge-packs/gender-and-indicators

This collection includes key writings, tools and initiatives relating to gender and indicators with the aim of presenting a comprehensive overview of conceptual and methodological approaches. It highlights good practice examples and case studies from the grassroots to the international level.

MINIMUM STANDARD 7: DO NO HARM

The Do No Harm Framework for Analyzing the Impact of Assistance on Conflict (CDA, n.d.)

http://www.donoharm.info/downloads/level000/Seven_Steps_English.pdf

The DO NO HARM "Analytical Framework" was developed from the programming experience of many assistance workers. It provides a tool for mapping the interactions of assistance and conflict and can be used to plan, monitor and evaluate both humanitarian and development assistance programs.

Guidance for Gender-Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming (CARE, 2014).

http://www.care.org/sites/default/files/documents/CARE%20GBV%20M%26E%20Guidance_0.pdf

This resource provides guidelines for non-GBV focused programs to ensure that GBV is monitored and risks are mitigated. It provides clear guidance and tools that can be used to assess, monitor and prevent GBV.

Minimum Standards for Prevention and Response to Gender-Based Violence in Emergencies (UNFPA, 2011).

http://www.unfpa.org/sites/default/files/pub-pdf/GBVIE.Minimum.Standards.Publication.FINAL_.ENG_.pdf

These standards promote the safety and well-being of women and girls in emergencies by providing practical guidance on how to mitigate and prevent GBV in emergencies and facilitate access to multi-sector services for survivors.

Toolkit for Integrating GBV Prevention and Response into Economic Growth Projects (USAID, 2014).

https://www.usaid.gov/sites/default/files/documents/1865/USAID%20Toolkit%20GBV%20EG%20Final%209-22-14.pdf

USAID developed this toolkit to support the implementation of the U.S. Strategy to Prevent and Respond to Gender-based Violence Globally. It offers background and practical guidance to USAID staff on how to address GBV in economic growth and trade (hereafter "economic growth") projects across the program cycle.

MINIMUM STANDARD 8: ACCOUNTABILITY

The Gender Audit Handbook: A Tool for Organizational Self-Assessment and Transformation (InterAction, revised 2010).

https://www.interaction.org/sites/default/files/Gender%20Audit%20Handbook%202010%20Copy.pdf

The Gender Audit is a self-assessment tool for identifying staff perceptions regarding how gender issues are addressed in programming and in internal organizational systems and activities. It is also a process for creating continuing gender-action planning, as well as for identifying challenges and opportunities for increasing gender skills and organizational equality.

A Manual for Gender Audit Facilitators: The ILO participatory gender audit methodology (2nd Edition) (ILO, 2012).
http://www.oit.org/gender/Informationresources/WCMS_187411/lang--en/index.htm

This manual provides gender audit facilitators with guidelines and practical instructions on how to plan and implement participatory gender audits in an organizational context.

Workplace Gender Equality Agency (WGEA) website.

https://www.wgea.gov.au/

WGEA is charged with promoting and improving gender equality in Australian workplaces. The website provides practical tools and education to help workplaces improve gender equality outcomes, including an employee opinion survey, a gender strategy toolkit and pay equity resources.