

## ANNEX 2:

# SOURCES CONSULTED AND RECOMMENDATIONS FOR FURTHER READING

The following is a list of policies, strategies, evidence reports and guidelines that were reviewed in preparation for the development of the Minimum Standards for Mainstreaming Gender Equality. Not all of these resources are publicly available; some were provided by organizations for confidential review. Hyperlinks have been included for the resources that can be accessed publicly.

### 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>

*Gender Equality and Female Empowerment Policy (USAID, 2012).*

[https://www.usaid.gov/sites/default/files/documents/1865/GenderEqualityPolicy\\_0.pdf](https://www.usaid.gov/sites/default/files/documents/1865/GenderEqualityPolicy_0.pdf)

*Gender Policy (Winrock, 2016).*

*Gender Policy: Organisation-wide Strategies to Achieve Gender Equality and Women's Empowerment (ActionAid, 2000).*

[https://www.actionaid.org.uk/sites/default/files/doc\\_lib/119\\_1\\_gender\\_policy.pdf](https://www.actionaid.org.uk/sites/default/files/doc_lib/119_1_gender_policy.pdf)

*Gender Policy and Guidance (ACDI/VOCA, 2012).*

*Mercy Corps Gender Policy (Mercy Corps, 2011).*

*Mercy Corps Gender Procedures: Policy in Action (Mercy Corps, 2012).*

*Plan International's Policy on Gender Equality: Building an Equal World for all Children (Plan, 2011).*

<https://plan-international.org/publications/plan-internationals-policy-gender-equality#>

*WFP Gender Policy: Promoting Gender Equality and the Empowerment of Women in Addressing Food and Nutrition Challenges (WFP, 2009).*

<http://one.wfp.org/eb/docs/2009/wfp194044~2.pdf>

*The World Bank Gender and Development Policy Framework – A Guidance Note (World Bank, n.d.).*

[http://siteresources.worldbank.org/INTGENDER/Resources/GAD\\_PolicyFramework.pdf](http://siteresources.worldbank.org/INTGENDER/Resources/GAD_PolicyFramework.pdf)

## GENDER EQUALITY MAINSTREAMING FRAMEWORKS, GUIDES, METHODOLOGIES AND STANDARDS

*ADS Chapter 205: Integrating Gender Equality and Female Empowerment in USAID's Program Cycle (USAID, 2013).*  
<https://www.usaid.gov/sites/default/files/documents/1870/205.pdf>

*Analyzing and Integrating Gender Across the Program Cycle (Mercy Corps, n.d.).*

*CIDA Gender Equality Action Plan 2010-2013 (Canadian International Development Agency, 2010).*  
[http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Genderequality/\\$file/Gender-Equality-Plan-2010-2013-AnnexA-e.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Genderequality/$file/Gender-Equality-Plan-2010-2013-AnnexA-e.pdf)

*CRS' Global Gender Strategy (CRS, 2013).*  
<http://www.crs.org/sites/default/files/tools-research/crs-global-gender-strategy.pdf>

*Design, Monitoring, Evaluation, and Learning (DMEL) Minimum Quality Standards (Lutheran World Relief, 2016).*

*Elements of a Gender Mainstreaming Strategy: A Fourteen-point Framework (Murison, 2004).*  
<http://www.dlist-asclme.org/sites/default/files/doclib/Elements%20of%20a%20gender%20mainstreaming%20strategy.pdf>

*Engendering Transformational Change: Save the Children Gender Equality Program Guidance & Toolkit (Save the Children, 2014).*  
[https://www.savethechildren.ca/wp-content/uploads/2016/03/gender\\_equality\\_program\\_toolkit\\_2014.pdf](https://www.savethechildren.ca/wp-content/uploads/2016/03/gender_equality_program_toolkit_2014.pdf)

*From Hope to Harvest: Agency Strategy 2014-2018 (CRS, 2014).*  
<http://www.crs.org/resource-center/hope-harvest>

*Gender and Development: Our Framework, Policies, and Strategies (Asian Development Bank, 2003).*  
<https://www.adb.org/sites/default/files/institutional-document/32035/gender-policy.pdf>

*Gender Equality Marker Guidance Note (UNDP, 2013).*  
<https://undg.org/wp-content/uploads/2015/03/UNDG-Gender-Equality-Marker-Guidance-Note-Final-Sep-2013.pdf>

*Gender Equality Self-Assessment (GESA) Toolkit and Guidelines (Plan, 2016).*

*Gender Equity Gold Standards (PCI, 2016).*

*Gender Impact Strategy for Agricultural Development (Bill & Melinda Gates Foundation, 2008).*  
<https://docs.gatesfoundation.org/Documents/gender-impact-strategy.pdf>

*Gender Integration Framework: How to Integrate Gender in Every Aspect of Our Work (FHI360, 2012).*  
[http://www.fhi360.org/sites/default/files/media/documents/FHI\\_360\\_Gender\\_Integration\\_Framework\\_3.8%2528no\\_photos%2529.pdf](http://www.fhi360.org/sites/default/files/media/documents/FHI_360_Gender_Integration_Framework_3.8%2528no_photos%2529.pdf)

*Gender Integration Guidance: Implementing (Lutheran World Relief, n.d.).*

*Gender Integration Guidance: Indicators (Lutheran World Relief, n.d.).*

*Gender Integration Guidance: Needs Assessment (Lutheran World Relief, n.d.).*

*Gender Integration Guidance: Problem Analysis and Objectives (Lutheran World Relief, n.d.).*

*Gender Mainstreaming in Development Programming: Guidance Note (UN Women, 2014).*

<http://www.unwomen.org/~media/headquarters/attachments/sections/how%20we%20work/unsystemcoordination/gendermainstreaming-issuesbrief-en%20pdf.pdf>

*Gender Mainstreaming and Policy Coherence for Development: Unintended Gender Consequences and EU Policy (Allwood, 2013).*

<http://www.sciencedirect.com/science/article/pii/S0277539513000113>

*Gender Mainstreaming Resource Pack: A Practical Guide for Programming (Trocaire, 2010).*

<https://static1.squarespace.com/static/536c4ee8e4b0b60bc6ca7c74/t/53c5416ae4b0cb5e94fcd8a5/1405436266672/Gender+Mainstreaming+resource+PACK+final+May+2010.pdf>

*The Gender Manual: A Practical Guide (DFID, 2008).*

<http://webarchive.nationalarchives.gov.uk/+http://www.dfid.gov.uk/Documents/publications/dfid-gender-manual-2008.pdf>

*Getting It Right for All Girls and All Boys: Understanding the Intersection of Gender Equality and Inclusion in Plan International's Work (Plan, 2015).*

*A Guide to Gender Impact Assessment (European Commission, n.d.).*

<http://ec.europa.eu/social/BlobServlet?docId=4376&langId=en>

*IFPRI Gender Page (IFPRI, 2017).*

<http://www.ifpri.org/topic/gender>

*Integrating Gender throughout a Project's Life Cycle 2.0: A Guidance Document for International Development Organizations and Practitioners (Land O'Lakes, 2015).*

[https://www.landolakes.org/getattachment/Resources/Tools/Integrating-Gender-into-Land-O-Lakes-Technical-App/Integrating-Gender-throughout-a-Project-s-Life-Cycle\\_FINAL\\_compressed.pdf.aspx](https://www.landolakes.org/getattachment/Resources/Tools/Integrating-Gender-into-Land-O-Lakes-Technical-App/Integrating-Gender-throughout-a-Project-s-Life-Cycle_FINAL_compressed.pdf.aspx)

*International Humanitarian Assistance Funding Application Guidelines for Non-Governmental Organizations (Foreign Affairs, Trade, and Development Canada, 2013).*

[http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Funds/\\$file/funding-application-guidelines-for-non-governmental-organizations-eng.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Funds/$file/funding-application-guidelines-for-non-governmental-organizations-eng.pdf)

*Manual for Gender Mainstreaming: Employment, Inclusion, and Social Protection Policies (European Commission, 2008).*

<http://eige.europa.eu/gender-mainstreaming/resources/international/manual-gender-mainstreaming-employment-social-inclusion-and-social-protection-policies-0>

*Minimum Inter-Agency Standards for Protection Mainstreaming (World Vision, 2012).*

[http://www.globalprotectioncluster.org/\\_assets/files/tools\\_and\\_guidance/WV\\_Interagency\\_Minimum\\_Standards\\_2012\\_EN.pdf](http://www.globalprotectioncluster.org/_assets/files/tools_and_guidance/WV_Interagency_Minimum_Standards_2012_EN.pdf)

*Minimum Standard Commitments to Gender and Diversity in Emergency Programming: Pilot Version (IFRC, 2015).*  
<http://www.ifrc.org/Global/Photos/Secretariat/201505/Gender%20Diversity%20MSCs%20Emergency%20Programming%20HR3.pdf>

*Minimum Standards: Effectively Integrating Gender in DFAPs (Mercy Corps, 2016).*

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

*Monitoring Plan's Commitment to Gender Equality: Global Gender Strategy Report 2013 (Plan, 2013).*

*Oxfam Minimum Standards for Gender in Emergencies (Oxfam, 2013).*  
[https://www.oxfam.org/sites/www.oxfam.org/files/file\\_attachments/ml-oxfam-gender-emergencies-minimum-standards-291113-en\\_0\\_0.pdf](https://www.oxfam.org/sites/www.oxfam.org/files/file_attachments/ml-oxfam-gender-emergencies-minimum-standards-291113-en_0_0.pdf)

*Plan's Strategy on Gender Equality: 2012-2016 (Plan, 2012).*

*Program Management at Mercy Corps Gender Minimum Standards (Mercy Corps, 2015).*

*The Sphere Handbook (Sphere Project, 1997).*  
<http://www.spherehandbook.org/en/what-is-sphere/>

*Stepping-up a gear for Girls and Women: Updates to DFID's Strategic Vision for Girls and Women, to 2020 and Beyond (DFID, 2013).*  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/298253/Strategic\\_Vision\\_for\\_Girls\\_and\\_Women\\_Narrative\\_-\\_November\\_2013-4.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/298253/Strategic_Vision_for_Girls_and_Women_Narrative_-_November_2013-4.pdf)

*Tips for Conducting a Gender Analysis at the Activity or Project Level: Additional Help for ADS Chapter 201 (USAID, 2011).*  
[http://pdf.usaid.gov/pdf\\_docs/pdacx964.pdf](http://pdf.usaid.gov/pdf_docs/pdacx964.pdf)

*Toolkit for Monitoring and Evaluating GBV Interventions along the Relief to Development Continuum (USAID, 2014).*  
<https://www.usaid.gov/gbv/monitoring-evaluating-toolkit>

*TOPS Program and FSN Network Core Competency Series: Gender Specialist or Advisor (TOPS, 2015).*  
[http://www.fsnnetwork.org/sites/default/files/Core%20Competency%20series\\_Gender%20Advisor%20or%20Specialist\\_v1\\_May%202015.pdf](http://www.fsnnetwork.org/sites/default/files/Core%20Competency%20series_Gender%20Advisor%20or%20Specialist_v1_May%202015.pdf)

*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>

*USAID Office of Food for Peace Occasional Paper 7: Gender Integration in USAID Bureau for Democracy, Conflict, and Humanitarian Assistance Office of Food for Peace Operations (USAID, 2011).*  
[http://pdf.usaid.gov/pdf\\_docs/pnadz581.pdf](http://pdf.usaid.gov/pdf_docs/pnadz581.pdf)

*Women, Girls, Boys and Men Different Needs – Equal Opportunities: Inter-agency Standing Committee Gender Handbook in Humanitarian Action (Inter-Agency Standing Committee, 2006).*

<http://www.unhcr.org/protection/women/50f91c999/iasc-gender-handbook-humanitarian-action.html>

*World Bank Group Gender Strategy (FY16-23): Gender Equality, Poverty Reduction and Inclusive Growth (World Bank, 2015).*

<http://documents.worldbank.org/curated/en/820851467992505410/World-Bank-Group-gender-strategy-FY16-23-gender-equality-poverty-reduction-and-inclusive-growth>

*World Development Report: Gender Equality and Development (World Bank, 2012).*

<https://siteresources.worldbank.org/INTWDR2012/Resources/7778105-1299699968583/7786210-1315936222006/Complete-Report.pdf>

## **ADDITIONAL GENDER EQUALITY AND FEMALE EMPOWERMENT RESOURCES**

*2014 Storybook: INGO Experience with Gender Integration (USAID, TOPS, Lutheran World Relief, 2014).*

[http://www.fsnnetwork.org/sites/default/files/2014\\_STORYBOOK\\_INGO\\_EXPERIENCE\\_WITH\\_GENDER%20INTEGRATION.PDF](http://www.fsnnetwork.org/sites/default/files/2014_STORYBOOK_INGO_EXPERIENCE_WITH_GENDER%20INTEGRATION.PDF)

*Closing the Gender Gap in Agriculture: A Trainer's Manual (ILRI, 2013).*

<https://cgspace.cgiar.org/bitstream/handle/10568/33426/TrainersManual.pdf?sequence=5>

*Empower Women website (2016).*

<https://www.empowerwomen.org/en>

*Gender Action Learning For Sustainability (GALS) at Scale (GALS@Scale Project, 2014).*

<http://www.galsatscale.net/>

*Gender and Inclusion Toolbox for Participatory Research in Climate Change and Agriculture (CGIAR, 2014).*

<https://ccaafs.cgiar.org/publications/gender-and-inclusion-toolbox-participatory-research-climate-change-and-agriculture#.WKsdhWDrvt>

*IGWG Gender and Health Toolkit (IGWG, 2012).*

<https://www.k4health.org/toolkits/igwg-gender>

*Journeys of Transformation: A Training Manual for Engaging Men as Allies in the Women's Economic Empowerment (Promundo and CARE, 2012).*

<http://promundoglobal.org/resources/journeys-of-transformation-a-training-manual-for-engaging-men-as-allies-in-womens-economic-empowerment/>

*Measuring ICT and Gender: An Assessment (UNCTAD, 2014).*

<http://www.uis.unesco.org/Communication/Documents/measuring-ict-and-gender.pdf>

*Measuring Progress Toward Empowerment: Women's Empowerment in Agriculture Index Baseline Report (USAID, IFPRI, OPHI, 2014).*

[https://feedthefuture.gov/sites/default/files/resource/files/ftf\\_progress\\_weai\\_baselinerreport\\_may2014.pdf](https://feedthefuture.gov/sites/default/files/resource/files/ftf_progress_weai_baselinerreport_may2014.pdf)

*Measuring Women's Economic Empowerment (United Nations Foundation and Exxon Mobil, 2015).*

[http://www.womeneconroadmap.org/sites/default/files/Measuring%20Womens%20Econ%20Emp\\_FINAL\\_06\\_09\\_15.pdf](http://www.womeneconroadmap.org/sites/default/files/Measuring%20Womens%20Econ%20Emp_FINAL_06_09_15.pdf)

*Measuring Women's Economic Empowerment in Private Sector Development: Guidelines for Practitioners (DCED, 2014).*

[http://www.seepnetwork.org/filebin/pdf/resources/wee/Measuring\\_Womens\\_Economic\\_Empowerment\\_Guidance.pdf](http://www.seepnetwork.org/filebin/pdf/resources/wee/Measuring_Womens_Economic_Empowerment_Guidance.pdf)

*Women's Economic Empowerment: A Roadmap (United Nations Foundation and ExxonMobil Foundation, 2013).*

<http://www.womeneconroadmap.org/>

*Women's Empowerment and Engaging Men (CARE, 2009).*

<http://www.care.org/sites/default/files/documents/2009-SII-Womens-Empowerment-and-Engaging-Men-Brief.pdf>

*Women's Empowerment Index (The Hunger Project, 2015).*

[http://www.thp.org/wp-content/uploads/2015/10/THP\\_WEI-Intro\\_10-12-151.pdf](http://www.thp.org/wp-content/uploads/2015/10/THP_WEI-Intro_10-12-151.pdf)