



USAID
FROM THE AMERICAN PEOPLE

MAKING PROGRESS

**USAID Implementation of the
U.S. National Action Plan on Women, Peace, and Security
December 2013**



USAID's Implementation Approach and Priorities

In the past two years, USAID has transformed the way it does business, recognizing the need to advance gender equality and female empowerment as a fundamental part of our efforts to promote global development, prosperity, peace and security. During this time, USAID adopted a suite of comprehensive, mutually reinforcing policies and strategies designed to close gender gaps, combat gender-based violence (GBV) and trafficking in persons, and enable women and girls to realize their rights, influence decision-making, and become powerful agents of change in their societies. To support this policy framework, the Agency elevated gender analysis in strategic planning and project design; reformed budgeting and reporting requirements; and made targeted investments in women peace-builders, parliamentarians, agricultural producers, and entrepreneurs. USAID expects these efforts to contribute to powerful change and development gains for societies around the world.

The U.S. National Action Plan on Women, Peace, and Security (NAP) (December 2011) and USAID Implementation Plan (August 2012) are integral parts of the Agency's new architecture for advancing gender equality and female empowerment. They serve as USAID's roadmap for advancing the empowerment and protection of women and girls in crisis and conflict situations, including the full range of our crisis prevention, response, recovery, and transition efforts.

USAID is investing in gender equality and female empowerment in crisis- and conflict-affected countries to promote the rights and well-being of women and girls and to foster peaceful, resilient communities that can cope with adversity and pursue development gains. We are changing the way we do business and implementing programs to advance the five objectives outlined in the NAP:



Displaced women in Mali return to their villages. Photo: AFP.

- I. Institutionalize a Gender-Responsive Approach to Peace and Security
- II. Promote Women's Participation in Peace Processes and Decision-Making
- III. Protect Women and Girls from Violence, Exploitation, and Abuse
- IV. Engage Women in Conflict Prevention
- V. Ensure Safe, Equitable Access to Relief and Recovery

USAID has seen remarkable enthusiasm across the Agency around advancing the goals of the NAP. Just one year into implementation, we have already made significant progress. USAID catalyzed implementation through targeted investments responding to emergent opportunities in the field, and laid the groundwork for systematic, sustainable attention to Women, Peace, and Security (WPS) in USAID's core development and humanitarian assistance programming. This report is based on extensive reporting provided to the National Security Staff in 2012 in fulfillment of requirements established in Executive Order 13595, which described activities and results from programming in over 30 countries representing all geographic regions in which USAID operates. This report provides highlights of major milestones and results achieved in the first year of USAID's NAP implementation, as well as examples of promising programming. It also describes some next steps and priorities USAID will pursue to advance the WPS agenda as it moves beyond the first year of implementation.



I. Institutionalize a Gender-Responsive Approach to Peace and Security

In 2012, USAID focused on three primary vehicles for institutionalizing comprehensive and sustainable attention to WPS priorities in our business model: 1) integration in the USAID program cycle; 2) enhanced staff capacity; and 3) strengthened coordination and learning. The Agency's activities toward that institutionalization include:

- USAID's Gender Equality and Female Empowerment Policy (2012) provides guidance on pursuing more effective, evidence-based investments in gender equality and female empowerment, and incorporating these efforts into our core development and humanitarian programming, including a focus on the unique challenges in crisis and conflict situations. The policy's requirements for mandatory country-level and project-level gender analysis, basic gender training for all Agency staff, adoption of Mission Orders on gender integration, and appointment of gender advisors for the majority of operating units provide a strong foundation for the effective integration of WPS objectives within USAID's work in fragile, crisis- and conflict-affected countries. The commitments of the Gender Equality Policy and NAP are also reinforced in related policies and strategies including: the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally; USAID Vision for Ending Child Marriage; USAID Counter-Trafficking in Persons (C-TIP) Policy; USAID Strategy on Building Resilience to Recurrent Crisis; and U.S. Government Action Plan on Children in Adversity.
- An Agency-wide WPS community of practice was established with designated points of contact in all field missions, bureaus, and offices with responsibilities for implementing the NAP. A series of learning presentations was launched on topics such as "gender and early warning systems" to support

the dissemination of knowledge and best practices among USAID practitioners. Additionally, the USAID Gender Champions Network, USAID GBV Working Group, and C-TIP Champions Network and Steering Committee support learning and collaboration around the WPS agenda. Field missions have been encouraged to proactively integrate WPS issues in required Mission Orders on gender integration and in relevant coordination mechanisms such as interagency working groups and taskforces.

- The Agency's e-learning course, "Gender 101," provides an introduction to USAID's rationale and approach for integrating gender equality and female empowerment within all the Agency's work. Over 1,000 technical and program staff have been trained to integrate gender equality and women's empowerment in strategies and projects, including specific information on NAP goals and objectives. Specialized training opportunities for staff have been launched focusing on crisis prevention, response, recovery, and transition that will be offered as part of USAID's regular training going forward.

Focus on Integration

Catalyzing Action: From our analysis of funding for Fiscal Year (FY) 2012, the Agency's planned spending included over \$100 million of programming aligned with the core objectives of the NAP in more than 30 countries. In addition, USAID established a \$5 million WPS Incentive Fund designed to catalyze NAP implementation in priority countries and support learning that can be applied to future programming. Under the first round of awards, the fund will support programming in Kenya, Papua New Guinea, Sierra Leone, Libya, and the Middle East and North Africa region. These programs were selected for their potential to strengthen prospects for peace and security through the increased empowerment, participation, and protection of women and girls.

Promoting Accountability: In 2012, USAID adopted new tools for budget formulation, operational planning, and performance reporting that allow for more systematic tracking of WPS investments and results. New standard indicators to monitor WPS-related program results have been adopted and missions began to set targets against these indicators in 2012-2013, including those pertaining to: women's participation in peace-building processes; women's recruitment and retention in governance; and the integration of gender perspectives and women's participation in the security sector. Moving forward, data from these indicators and an increased focus on high-quality evaluation will help USAID make informed decisions about strategy and project design, and communicate more comprehensive information to our stakeholders.

Advocacy and Consultation: USAID cannot successfully implement the NAP without close collaboration and partnership with a variety of stakeholders—interagency partners, civil society, host governments, other donors, and multilateral organizations. In 2012-2013, we have worked to expand our high-level advocacy around WPS issues and

increase consultation with partners in crisis- and conflict-affected countries, especially local women and women's organizations.

USAID's senior leaders have used their representational roles to elevate the importance of gender equality and female empowerment as key development objectives and as critical elements for achieving sustainable peace and security in countries and communities affected by crisis, conflict, and transition. Through public engagements, targeted outreach around programming in Washington and the field, participation in donor fora, and meetings with women and girls in communities affected by crisis and conflict, USAID leaders are championing the goals of the NAP.

In 2012-2013, USAID hosted four general consultations to discuss the status of the Agency's implementation of the NAP with a broad range of civil society actors, including sessions to inform development of the Agency's Implementation Plan and to update our stakeholders on our progress. In January and February 2013, USAID mission leadership in WPS focus countries conducted listening



USAID connected with women peacebuilders and gender equality advocates in multiple countries during a series of consultations held in conjunction with the one-year anniversary of the NAP. Above: USAID/Colombia Mission Director, Peter Natiello (left) and NGO leader, Maura Mosquera, of AFROLIDER (right).

sessions with local women peacebuilders and gender equality advocates. These meetings were intended to build relationships between USAID missions and local actors working to advance WPS priorities and, as appropriate, help missions develop follow-up actions for NAP implementation in the upcoming year. Missions reported that these listening sessions offered an important opportunity to hear firsthand about the priorities of local women, support networking, and identify concrete ways that U.S. policy and programming can amplify the courageous efforts of women and men working to build peace and security. Some common themes that emerged in these listening sessions included:

- The need to ensure that resources accompany U.N. Security Council Resolution 1325 National Action Plans and related gender equality strategies as part of national and local budgets, especially as many countries pursue processes of decentralization.
- The need to seize the opportunities around the adoption of affirmative measures such as quotas to consolidate and strengthen women's political participation.
- A desire for stronger dialogue with police about security issues affecting women and communities and improved access to justice, including less costly, more transparent procedures for seeking redress for gender-based violence and other issues through justice systems.
- The need to address underlying sources of conflict and insecurity that remain in post-conflict communities, including land and property rights, lack of accountable governance, and the effects of trauma experienced by both males and females.



Participants gather following a USAID-supported activity to advance women's participation in peacebuilding and transition planning. Photo: Women's Democracy Network.

- A strong sense of pride and solidarity among women based on their history of mutual support and shared accomplishments. Despite obstacles, women expressed their belief in a growing sense of empowerment and a positive vision for the future. In one listening session, selected speakers announced their desire to run for office in upcoming elections, garnering broad support from the group.
- Support for a continued participatory approach between USAID and local communities.
- Empowered women to play leadership roles in the civic arena through programs to engage local women, including female youth, in peace and transition dialogues. For example, in Uganda, USAID's Women Building Peace Program helped to increase the participation of women in district-level peace dialogues between different clans from 28 percent in 2011 to 48 percent in 2012.
- Improved the recruitment and retention of women in government through programs to build the skills and capacity of female candidates for office, parliamentarians, civil servants, municipal officials, police officers, and judges. For example, in order to increase the number of women candidates in Sierra Leone's 2012 election, USAID supported training for 293 current and aspiring female politicians in issue-based campaigning, fund raising, alliance building, and interacting with the media. Over 40 percent of participants went on to run for political office.

II. Promote Women's Participation in Peace Processes and Decision-Making

In 2012-2013, USAID enhanced and accelerated long-standing efforts to bring women's participation, perspectives, and skills to bear on the challenges facing societies threatened or affected by crisis, conflict, and insecurity. In response to events in the Middle East and North Africa, USAID activities included a strong emphasis on supporting women's participation and leadership in transitional political processes. As part of this effort, the Agency:

- Launched the \$2.6 million Global Women's Leadership Fund (GWLF) program to support the participation of women in critical decision-making processes such as peace negotiations, political transition dialogues, and donor conferences. USAID also initiated a research activity to map its political empowerment programming, examine the impact of these programs, and explore new, more comprehensive models for measuring women's leadership and power in formal political structures. Results from this research will inform future USAID programming. Discussions are underway with other major international donors and stakeholders to develop a more coordinated learning agenda around women's political empowerment in order to help translate increasing numbers of women in politics into increased influence on decision-making.
- Strengthened the capacity of government and civil society actors to advocate for, develop, and implement gender-sensitive laws and policies related to land reform, political parties, elections, transitional justice, human rights, gender-responsive budgeting, and national gender and UNSCR 1325 action plans. For example, USAID/Kenya supported development of a gender-budgeting tool and guidelines that require sex-disaggregated data for all government programs and gender budget line items for each ministry.
- Increased resilience through assistance that supports women's roles in the management of natural resources, mitigation of resource-related conflict, and adaptation to climate change in fragile and conflict-affected states. For example, in pastoralist communities in Ethiopia, more than 370 women received conflict-prevention training as part of a broader program to address inter-ethnic conflicts over scarce resources such as water and pasture land. Women exposed to the training reported

that they no longer encourage their male partners or relatives to engage in cattle raiding or violence, or to celebrate as heroes those males who insist on continuing violence.

Focus on Participation

Global Women's Leadership Fund: In support of the NAP's implementation, USAID launched the Global Women's Leadership Fund (GWLF) program, implemented by the National Democratic Institute (NDI), International Republican Institute (IRI), and International Foundation for Electoral Systems (IFES). In addition to providing logistical support for women's participation in a number of high-level proceedings, the GWLF has conducted activities in places such as Côte d'Ivoire, Burma, Libya, and Yemen, as well as provided opportunities for Syrian women to gather and strategize about increasing women's influence and input in planning for a peaceful, democratic future for Syria. One workshop provided practical training on advocacy, coalition building, and negotiations for a group of Syrian women leaders from a wide range of movements and organizations. After a session with the facilitators – two women from different parties who were part of the Good Friday negotiations in Northern Ireland – one Syrian participant in the workshop stated: "If they did it, we can do it. One day I hope to teach the Syrian experience as a successful example."

Women in Yemen's National Dialogue: USAID has worked with Yemeni women from across the political spectrum and civil society to ensure their voices are heard during Yemen's transition, particularly during the National Dialogue Conference (NDC). Specific activities have included support for an advocacy campaign calling for a 30 percent quota for

female seats in parliament and a conference to develop a "Women's National Agenda," outlining key recommendations to government and civil society to improve the status of women in Yemen.

More than 900 activists, civic leaders and high-ranking officials attended the conference and worked to develop a cohesive women's platform to feed into the transitional government processes. The agenda captured a range of issues vital to Yemen's development such as education, access to health care, representation in government, and preventing early marriage. Outcomes from this conference, as well as the recommendations regarding an electoral quota, are being discussed in the NDC. In addition, USAID has supported training and mentoring for all the female delegates to the NDC, representing 30 percent of the delegation, to provide them with the support they need to make the most of this pivotal moment in Yemen's development.

Increasing Demand for Women's Participation: In FY 2012, USAID's Elections and Political Processes (EPP) Fund supported a project in Bosnia-Herzegovina to promote youth and women's political empowerment. Project activities included workshops through Bosnia's School of Political Studies to train and encourage women and youth to participate in public life, as well as shorter mixed-gender discussion groups conducted by NGOs around the country that focused on women's role in politics and how to get them more involved. Over 4,000 women participated in workshops in FY 2012. The program also includes a focus on building coalitions between female members of civil society organizations and political parties to create a greater demand for women's involvement. Immediately after some of the NGO workshops in 2012, female participants declared their intention to run for local office.

Opportunities for Women in the Public Sphere: In partnership with Afghan ministries and provincial governmental offices, USAID supported a nationwide women's internship program that placed over 300 interns across the country in FY 2012. The USAID Women in Government Internship program supports the Afghan Government's National Development Strategy goal to increase women's leadership in the public sector to at least 30 percent by 2013. Currently, only 18 percent of the over 330,000 Afghan Government employees are female. High demand for intern graduates as employees in the public and private sector has resulted in expansion of the program from 300 graduates in 2012 to 600 planned for 2013. A total of 10,000 interns are expected to graduate from the Afghanistan Promote program 2017.

“The Ministry of Finance is committed to providing more opportunities for women. We feel that this program has begun a new initiative which will help develop Afghanistan,” said Minister Omar Zakhilwal.

“These internships are a great example of an Afghan-led and Afghan-managed process which provides wonderful opportunities for young educated women to gain work experience, and for the Afghan Government to find dedicated workers who have the necessary skills to build Afghanistan.”

S. Ken Yamashita,
USAID/Afghanistan Mission Director

III. Protect Women and Girls from Violence, Exploitation, and Abuse

In 2012, USAID expanded upon its work to protect and empower vulnerable populations in situations of crisis and conflict and to combat the effects of violence and abuse that threaten individual well-being and the resilience of entire communities. As part of its efforts, the Agency:

- Released a comprehensive Counter-Trafficking in Persons Policy, trained over 500 staff on USAID's C-TIP Code of Conduct, and implemented a new standard operating procedure (SOP) to support the Agency's ability to hold U.S. personnel, contractors, sub-contractors and grantees to the highest ethical standards. The SOP focuses on training Agency personnel to recognize and report TIP; using due diligence prior to awarding contracts, grants, and cooperative agreements; and responding to allegations of abuse. USAID C-TIP programs also reached over 70,000 people in Burma through prevention activities designed to raise awareness about sex and labor trafficking. The programs also provided support for the release, reunification and reintegration of over 750 boys and girls from armed groups and armed forces in eastern Democratic Republic of Congo (DRC).
- Supported the growth of local and national institutions that provide information, legal services, and advocacy for vulnerable populations. In Iraq, the Access to Justice project has supported 88 civil society and legal assistance organizations and educated 12,000 vulnerable Iraqis on their rights and entitlements, 81 percent of whom have been women. Education campaigns and legal assistance have focused on issues such as marriage registration, combating violence against women, Iraq's Personal Status Law, and the rights of persons with disabilities and the internally displaced.



Deputy Administrator Donald Steinberg (far left) and Guatemalan Attorney General Claudia Paz y Paz (center) visit the 24-hour Femicide Court in Gerona in October 2012. Photo: USAID

- Provided more than 1 million survivors of gender-based violence and girls at risk of violence with a range of medical, psychosocial, legal, and economic assistance through humanitarian response programs in countries affected by conflict and natural disaster. In FY 2012, USAID's Victims of Torture program supported 43,000 survivors of violence in eastern DRC with integrated services, including psychosocial counseling and opportunities to join savings and loan associations. An impact evaluation of this program, by using a control group of women waiting to receive services, documented positive results for survivors participating in therapy and other activities. The evaluation has also provided validated research tools that can be applied to similar programs in low-resource settings.
- Targeted underlying norms, attitudes, and behaviors that perpetuate gender-based violence by supporting research and evidence-based interventions in countries

such as DRC, Pakistan, Haiti, Uganda, and Ethiopia. For example, USAID/Ethiopia's health program reached approximately 2 million people with community dialogues, training, and campaigns designed to sensitize community members and leaders about gender-based violence and harmful traditional practices. In addition, over 2,700 early marriages in Ethiopia were deferred or cancelled as a result of USAID-supported early marriage cancellation committees.

- Combated impunity and supported women's access to justice through programs to build the capacity of governments to investigate and prosecute gender-based violence using survivor-centered approaches. For example, in El Salvador, USAID's Rule of Law Project supported five specialized courts that are co-located with centers for survivors and handle only sexual and domestic violence cases. This approach has demonstrated improved disposition rates for GBV.

Focus on Protection

Improving Women's Access to Justice in Latin America:

USAID is supporting innovative approaches to improve women's access to justice in Latin American countries affected by citizen insecurity. For example, in Guatemala, USAID has provided support for several 24-hour courts that focus on femicide and crimes against women. This specialized justice model is designed to improve the services provided to women survivors of violence and other crimes, while increasing access to justice and reducing impunity.

Guatemala has one of the worst records of crimes against women in the hemisphere. In the past decade alone, nearly 4,000 women were killed. Before their murders, some of these victims sought help but were rebuffed by local authorities. Less than 4 percent of these cases were solved. Mounting pressure pushed authorities to pass legislation outlawing gender-based violence.

In 2008, the Law against Femicide and Other Forms of Violence against Women was enacted, followed by the Law against Sexual Violence, Exploitation and Trafficking in Persons in 2009. However, in 2009, only three men were convicted and sentenced even though 26 women were killed in the first two weeks of the year alone. In Guatemala, as in other Latin American countries, cases of gender-based violence face an overburdened criminal justice system with few specialized services for women survivors.

Between 2006 and 2009, USAID supported the design, implementation and operation of the first 24-hour courts in Guatemala to provide more efficient and effective access to justice. Several of these courts focus specifically on the crime of femicide. To complement the Supreme Court's femicide courts, Guatemala's Attorney General Claudia Paz y Paz, in coordination with former President of the Supreme Court Thelma Aldana, identified the need to provide integrated services, 24 hours a day, to female survivors of violence. USAID/Guatemala responded to this need by providing technical assistance, training, and equipment to operationalize

a new, specialized 24-hour court located in the Public Ministry. The new model opened in October 2012 and includes a criminal court, public defense office, police substation, and forensic clinic, and is staffed by prosecutors, psychologists, doctors, and lawyers. The integrated approach ensures survivors receive the assistance they need, and strengthens criminal investigation by using scientific evidence. This court, one of the first in Latin America, represents a fundamental change in Guatemala's justice system. Since the 24-hour court opened its doors, 1,081 protection measures for women and 364 arrest warrants have been authorized. In total, 122 people have been sent to prison for crimes of violence against women and sexual exploitation.

IV. Engage Women in Conflict Prevention

In 2012, USAID prevention efforts focused on new and existing initiatives designed to: 1) promote women's and girls' engagement in preventing and managing conflict and reducing risks posed by natural disasters; 2) ensure that early warning and response efforts address risks affecting women and girls; and 3) increase women's and girls' access to health, education, and economic empowerment to improve community stability and resilience. As part of these efforts, the Agency:

- Engaged women in disaster risk reduction efforts, early warning and crisis planning, and community-based conflict mitigation in the Philippines, Somalia, Georgia, Nigeria, and a regional program in Africa. For example, USAID engaged adolescent girls in community-level disaster risk reduction through a regional program with activities in Zambia, Zimbabwe, Lesotho, Malawi, and Madagascar. The program trained adolescent girls in disaster risk identification, community mobilization strategies, and communications skills. These activities supported gender equality and women's empowerment by working to reduce targeted communities' risk for natural disasters, while also empowering adolescent girls as change agents in their communities.

- Initiated research to strengthen the use of gender-related data in early warning systems and tools, such as the USAID Alerts List on Fragility and Instability, to help ensure that the different experiences of females and males inform our approaches to conflict and atrocity prevention.
- Invested in women's economic empowerment through microfinance programs and assistance that linked women to markets, expanded their skills and leadership in business and agriculture, and increased their access to productive assets such as land and credit. In Mali, for example, a USAID Feed the Future activity helped over 3,000 women farmers represented by 15 producer associations increase the value of their rice products by providing de-hulling equipment and facilitating purchase agreements with wholesale merchants. Women will be able to use their increased revenue to help feed their families, buy inputs for the coming planting season, and maintain equipment provided through the program.
- Increased access to equitable education through programs targeting girls' enrollment, retention, and safety in schools. In DRC, the USAID-supported Communication for Change (C-Change) project helped to prevent and mitigate school-related gender-based violence among school-aged children through training and support for teachers and youth club leaders, with 46 percent of children in pilot schools reporting a feeling of security at school compared to 14 percent of children in control schools.
- Promoted the access of women and girls to quality health services in crisis- and conflict-affected environments. For example, USAID support for obstetric and traumatic fistula treatment increased access to services with more facilities and trained providers offering repairs, and expanded screening, diagnosis, and prevention interventions. From July 2011 to June 2012, a total of 38 existing fistula repair centers in 10 countries

provided 5,576 repairs, and four new centers opened in DRC, Nigeria and Uganda.

Focus on Prevention

Women Resolving Disputes: In Afghanistan, USAID supports women and gender equity in the traditional justice sector through the Rule of Law Stabilization (RLS)-Informal program. RLS-Informal conducts a parallel program of legal education, networking, and solutions-based discussion sessions for women, and supports women's dispute resolution groups. Gender equity in justice processes is a central component of many program activities for men and women, including women's rights under Islamic and Afghan law, and women's access to justice. In addition, RLS-Informal supports women's dispute resolution groups, who resolved or defused 486 disputes in 2012, which otherwise may have escalated to violent and potentially destabilizing conflicts.

Engaging Local Women in Conflict Mitigation: In FY 2012, USAID's East Africa Regional Program engaged women in peace and security programs implemented along the Kenya-Somali and Kenya-Uganda borders—areas that traditionally recognize only men as the leaders for addressing community conflict issues. U.S. Government-funded training, mentoring, and support for women-led peace activities elevated women's leadership roles. For example, as the Garre-Marehan conflict escalated, a U.S. Government-supported local women's organization held a women's forum to discuss possible interventions. The effort culminated in a large peace meeting for women in Mandera, one of the most conflict-prone areas of Kenya, to reconcile women from the two communities. The group played a critical role in calling for a ceasefire and advocating for peaceful co-existence.

Strengthening Women Farmers in Nepal: Over the last four years, the Nepal Flood Recovery Program (NFRP) has successfully worked with thousands of women, empowering them to grow high-value vegetables, access lucrative and steady markets, and improve the nutrition and health

of their families. NFRP began as a small flood recovery project in 2008 and evolved into a key part of Feed the Future in Nepal. In 2012, NFRP conducted high-value agriculture and marketing activities in 821 hectares in Terai and hill communities, training 3,101 commercial agriculture farmers, including 1,070 women, in nursery preparation, production techniques, integrated pest management, pre- and post-harvest handling, and market management. NFRP also piloted several innovative activities, including a voucher program that links agriculture input suppliers with smallholder farmers, thereby allowing farmers to access inputs at an affordable price, and increasing sales and profits for local small businesses. This is especially important for women farmers, who typically have less access to quality agricultural inputs than men.

Empowerment Through Economic Opportunity: To strengthen the prospects for strong, stable societies, USAID invested in women's economic empowerment through microfinance programs and assistance that linked women to markets, expanded their skills and leadership in business

and agriculture, and increased their access to productive assets such as land and credit. In Afghanistan, USAID is helping women break through traditional barriers to economic opportunities, resulting in increased income and empowerment in family life. The USAID-funded Regional Afghan Municipality Program for Urban Population – East (RAMP UP-E) helps build the capacity of female entrepreneurs in Afghan municipalities by providing them with small grants and training in setting up a business, customer service, marketing, and bookkeeping.

The training gave 440 Afghan women the tools to become more competitive in the market, increase their monthly income, and improve the quality of life for themselves and their families. In a random sample, 84 percent of the women reported that their status within the home had improved as a result of their increased income. Before the training, some women were making as little as \$10 a month. After the training, 76 percent of women reported significant increases in their income, with some earning as much as \$200 per month. At least one project beneficiary reported that



USAID/Nigeria supports fistula prevention, repair, and reintegration in seven states in Nigeria. A woman recovers at the Vesicovaginal Fistula Center at Maryam Abacha Women and Children Hospital, Sokoto, Nigeria.

since her income had increased through her business, she hired a tutor for her children to improve their educational opportunities.

In Pakistan, U.S. Government interventions in the economic growth and agriculture sectors focus on the creation and support of women's small and medium enterprises; formation of women's business associations and community organizations; and assistance to help women overcome obstacles to access export markets. During FY 2012, for example, USAID's Agribusiness Project in Pakistan provided support to 32 female entrepreneurs and members of Farmer Enterprise Groups. Beneficiaries received training on enterprise development and pickle production as well as tools, equipment, and raw materials. As a result, 32 jobs were created for women, and sales revenue and income increased. In addition, a public-private partnership was used in Pakistan to train 1,344 women livestock extension workers and nutritionists, who are now self-employed in these spheres, and who on average have earned an additional \$32 per month.

V. Ensure Safe, Equitable Access to Relief and Recovery

In 2012, USAID completed and initiated a number of commitments to improve the Agency's ability to: provide effective humanitarian assistance that meets the needs of men, women, boys and girls; protect vulnerable populations; and establish the groundwork for inclusive, sustainable recovery. As part of its commitments, the Agency:

- Initiated research and programming around innovative technologies that have the potential to reduce women's and girls' vulnerability to violence and exploitation in conflict settings – including solar lighting, fuel-efficient stoves, and mobile phones.
- Issued revised proposal guidelines for humanitarian programming aligned with core NAP objectives,

including new requirements relating to gender and protection, in October 2012. The U.S. Office of Foreign Disaster Assistance (OFDA) Guidelines contain requirements for unsolicited proposals from NGOs—the majority of USAID/OFDA's funding support. Specifically, all programs funded by USAID/OFDA must demonstrate gender analysis in the program design, take steps to reduce risks for harm, exploitation, and abuse for the affected population, and implement a Code of Conduct to Prevent Sexual Exploitation and Abuse.

- Instituted new training requirements for disaster assistance response personnel designed to increase USAID's ability to deliver effective humanitarian assistance for women, men, boys, and girls. In fulfillment of the NAP, all OFDA staff are required to complete the Interagency Standing Committee (IASC) e-learning course, "Different Needs-Equal Opportunities: Increasing the Effectiveness of Humanitarian Action for Women, Girls, Boys, and Men." Additionally, all OFDA staff deployed on Disaster Assistance Response Teams in a program-related function are required to complete the OFDA training course on humanitarian protection. Nearly 50 OFDA staff have completed the protection course since the release of the NAP, giving OFDA personnel the skills to assess and advise on protection-related issues in the field.
- Responded to the distinct needs of vulnerable women and girls through support for the delivery of gender-sensitive relief supplies and programs to promote women's protection in emergencies. For example, in Sudan, USAID supported a UNFPA (United Nations Population Fund) program that distributed dignity kits and personal hygiene kits for women in Darfur; established two women's protection networks in camps for internally displaced persons; and supported women's



Syrian women cook food near their temporary shelters at the Qah camp for internally displaced persons along the Turkish border in the northwestern province of Idlib. Photo: AFP BULENT KILIC.

centers, including an assessment of best practices and the development of guidelines for the centers.

- Engaged women in economic recovery activities and supported their access to education and reproductive health care in crisis settings. For example, USAID/Somalia trained 168 female farmers and vendors in rural areas in basic literacy and numeracy, crop production, and marketing and business development, which contributes to increased food security and economic recovery in their communities.

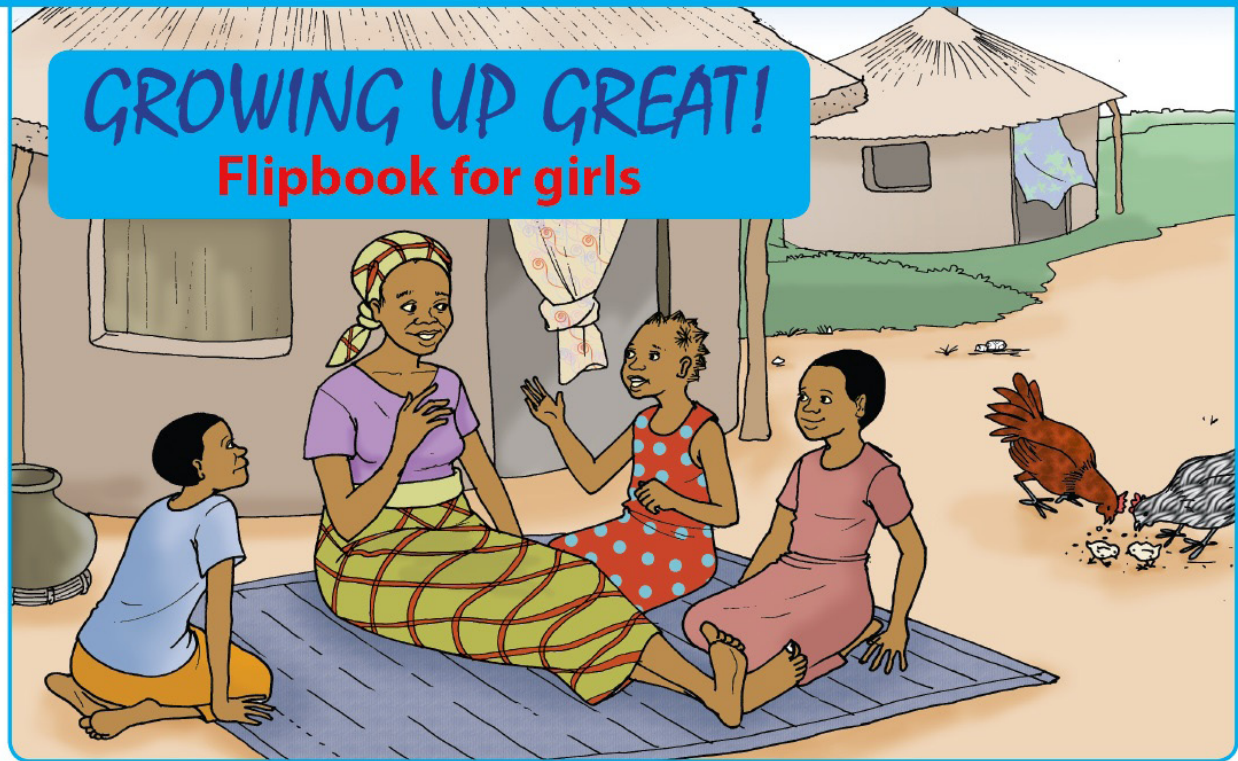
Focus on Relief and Recovery

Humanitarian Assistance: USAID's Office of U.S. Foreign Disaster Assistance (OFDA) has implemented commitments under the National Action Plan to ensure that empowerment and protection of women and girls is central to its humanitarian assistance efforts. Since 2012, USAID/OFDA has taken a number of actions to make women and girls active participants in the design and implementation

of humanitarian aid; to ensure that humanitarian assistance programs take steps to reduce risks for harm, exploitation, and abuse; and to meet the unique needs of women and girls.

In addition to new proposal guidelines and training requirements (see p. 14), USAID/OFDA has invested in programs designed to expand the evidence base for effective GBV prevention and response in humanitarian situations, including programs examining methods to engage men and boys in prevention and response to GBV. USAID/OFDA is supporting programs to test the protective impact of two technologies on reducing risks for GBV for women and girls.

One program is evaluating the impact of fuel-efficient stoves on the safety of women and girls among refugee and host communities in Kenya. The other program will test the protective impact of solar, handheld lights on women's perception of vulnerability to GBV. In addition, USAID/OFDA is supporting UNICEF to explore ways to influence



The “Growing Up Great” flipbooks for girls and boys are stories that help very young adolescents ages 10-14 to think and talk about the changes they are experiencing as they grow up, and to seek advice on how boys and girls can live more equally.

social norms related to sexual violence in conflict situations, and to pilot a program to explore how to provide quality community-based health services in situations where survivors of sexual violence are unable to access health-care facilities.

The impact of these investments in staff training, funding requirements, and innovative programs can be seen in USAID’s response to the crisis in Syria. For example, based on consultations with women and girls about their assistance

needs, USAID humanitarian partners have established multi-purpose facilities in displacement camps that enable women to inconspicuously bathe, use latrines, and wash clothes. USAID partners are also providing reproductive health care, and including female sanitary materials as part of relief commodity packages. In addition, USAID has provided more than \$8.5 million for targeted protection activities inside Syria, including services for survivors of gender-based violence; recreational and learning activities for girls and boys; case management and referral services for highly vulnerable children; and broad-reaching, basic psychosocial support to as many affected persons as possible.

Gender Roles, Equality and Transformation (GREAT): In northern Uganda, USAID is supporting new approaches to reducing gender-based violence and improving sexual and reproductive health outcomes in post-conflict communities. After more than 20 years of civil strife, the people of northern Uganda face considerable sexual and reproductive health challenges. USAID is working with the Institute for Reproductive Health to capitalize on a window of opportunity for the promotion of positive and lasting gender-equitable attitudes and behaviors among adolescents ages 10-19, laying a foundation for equitable adult relationships and sexual and reproductive health attitudes and practices.

Innovative ethnographic research was carried out to identify how harmful gender norms might be effectively altered, and to identify evidence-based and scalable approaches, promising interventions, and new ways to address adolescent sexual and reproductive health, gender inequality, and gender-based violence. Following completion of the research, a multi-pronged intervention package was developed that includes serial radio dramas, scalable toolkits including “Coming of Age” flipbooks for young adolescent boys and girls, capacity building for community leaders and Village Health Teams to promote improved access to youth-friendly health services, and the recognition and celebration of individuals who demonstrate commitment to gender-equitable behaviors.

Moving forward, the toolkit as well as other components will be piloted throughout northern Uganda and evaluated for impact, with successful components scaled up as appropriate. Momentum has already started building around the toolkit with stakeholders within and outside Uganda who are interested in integrating tools such as the board game, radio drama, and adolescent flipbooks into their programs. Explore the toolkit here: <http://irh.org/blog/transforming-gender-norms-and-reproductive-health-outcomes-through-the-great-toolkit/>.

Looking Ahead

As we move into the next stage of implementation, USAID’s priority is to ensure that the new ways of doing business we have worked to institutionalize are championed and applied as standard practice by all staff and in all operating environments, and that those changes translate into tangible differences in our strategies, programs, and results.

In reflecting on progress thus far, USAID has identified the following gaps, challenges, and opportunities the Agency will work to address in the next phases of NAP implementation:

- Bring successful WPS-related programs to scale and replicate effective program models to increase our ability to promote broad, transformational change;
- Capitalize on opportunities for development and diplomatic actors to coordinate in advocating with host governments, particularly regarding women’s participation in high-level decision-making processes;
- Increase our understanding of how best to translate increases in women’s political participation into increased leadership, power, and influence;
- Link protection and empowerment activities in crisis and conflict environments so that women and girls are recognized for their diverse roles, capacities, and agency;
- Increase our efforts to engage men and boys not just in violence prevention but in championing women’s and girls’ broader social, political, and economic empowerment;
- Increase our support for women’s engagement in economic recovery after conflict, including a focus on rights issues such as property and land tenure;
- Focus on women and girls as part of efforts to combat illicit activities and gang violence, and in countering violent extremism; and

- Ensure that our work to advance the WPS agenda incorporates the needs of vulnerable populations, including ethnic, racial, or religious minorities; persons with disabilities; displaced persons, indigenous peoples; and lesbian, gay, bisexual, and transgender (LGBT) individuals, and especially those who face compounding marginalization – e.g., LGBT members of a minority ethnic community, or displaced persons with disabilities – all of whom are at even greater risk in times of conflict and crisis.
- Continue direct outreach to local women peacebuilders and gender advocates in crisis- and conflict-affected countries, building on a series of field consultations carried out in early 2013; and
- Build an evidence base of what works – incorporating learning from our current efforts to pilot activities and test approaches – and apply those lessons to future planning and programming.

In the next year of implementation, USAID will work to build on the progress made thus far through activities including the following:

- Expand access to tools and technical assistance for field officers;
- Increase interagency coordination around NAP objectives;

USAID remains committed to the full implementation of the NAP and to measuring our progress in terms of changes in the lives of women and girls, and improved prospects for peace and security on the ground. We have taken some meaningful steps forward, and already we are seeing a change in the way that our Agency thinks about these issues in relation to the success of USAID's development mission. We must keep working – in partnership with our interagency colleagues, our implementing partners, and women in the countries where we work – to ensure that Women, Peace, and Security becomes a permanent part of USAID's development mission, translating into stronger results for individuals and communities .



A Yemeni anti-regime protester raises her hand with the slogan "leave president" handwritten on her palm during a protest in Sanaa demanding the ouster of President Ali Abdullah Saleh. Photo: AFP MOHAMMED HUWAIS.

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