

## Website

- **JICA: Gender and Development**

↳ [www.jica.go.jp/english/operations/thematic\\_issues/gender/](http://www.jica.go.jp/english/operations/thematic_issues/gender/)

## Publications

- **JICA Thematic Guideline: Gender and Development 2009** (Japanese and English)
- **Trends and Approaches on Gender and Development** (March 2007) (Japanese and English)  
↳ [www.jica.go.jp/english/operations/thematic\\_issues/gender/background/pdf/report4.pdf](http://www.jica.go.jp/english/operations/thematic_issues/gender/background/pdf/report4.pdf)
- **Country Gender Profile** (71 countries as of 2010) (Japanese, English and others)  
↳ [www.jica.go.jp/english/operations/thematic\\_issues/gender/background/profile.html](http://www.jica.go.jp/english/operations/thematic_issues/gender/background/profile.html)
- **Study on the Livelihood Improvement Programme in Rural Japan and the Prospects for Japan's Rural Development Cooperation** (March 2003)  
↳ [www.jica.go.jp/english/operations/thematic\\_issues/gender/background/pdf/report2.pdf](http://www.jica.go.jp/english/operations/thematic_issues/gender/background/pdf/report2.pdf)
- **Study on Gender and Socio-cultural Diversity -Case Study in Egypt-** (Japanese, English)  
↳ [www.jica.go.jp/english/operations/thematic\\_issues/gender/background/pdf/case\\_egypt.pdf](http://www.jica.go.jp/english/operations/thematic_issues/gender/background/pdf/case_egypt.pdf)

## Multi-media materials

- **A Tool for Mainstreaming Gender: An Introduction to Gender-Responsive PCM**  
(Japanese, English and French)
- **A Good Practice of Gender Mainstreaming for Project Management –Girls’ Education in Yemen**  
(Japanese and English)
- **A Good Practice of Gender Mainstreaming for Project Management –Tanzania KATC2**  
(Japanese, English and Spanish)
- **30-minute Introductory Course for Gender and Development**  
(Japanese and English)
- **Men, Women and One Century in Japan**  
(English)



# Gender Mainstreaming

Inclusive and Dynamic Development

## Japan International Cooperation Agency

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May. 2011



Japan International Cooperation Agency



## Gender Equality and Women's Empowerment: A Key for Development



Promoting gender equality and empowering women is a key to achieving sustainable and people-centered equitable development. Empirical studies have proven that gender equality and women's empowerment are vital for improving economic, social and political conditions and that these elements reduce poverty and encourage economic growth. For example, reports claim that children with mothers who have spent five years in primary education are 40% more likely to live beyond the age of five in some African countries. In India, it is estimated that the GDP would rise by 8% if the ratio of female to male workers were increased by 10%\*.

Decades-long efforts have remarkably reduced the gender disparity in health, education, and economic conditions, and greatly improved women's livelihoods in developing countries. Yet, gender inequality still persists and women remain disadvantaged and vulnerable in many ways across the world. Males and females have unequal rights, opportunities, powers, resources, and decision-making power in almost all countries. In addition, a number of global issues that negatively affect women and children have emerged, including armed conflict, the spread of infectious diseases including HIV/AIDS, economic crises, human trafficking, climate change and large-scale natural disasters. It is widely recognized that more focused gender equality

action is necessary to overcome developmental challenges.

The international community now has strongly committed to promoting gender equality and women's empowerment, using the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and Platform for Action, adopted at the Fourth World Conference on Women in 1995, as a guide. The UN Millennium Declaration and the Millennium Development Goals (MDGs), adopted in 2000, have clearly outlined the promotion of gender equality and women's empowerment as an important goal to be achieved by 2015. The UN resolution 1325 adopted in 2000 also calls for strengthening women's participation as peacemakers and peace builders. This includes activities in conflict prevention and recovery, governance and peace operations.

JICA has strengthened its efforts for gender equality and women's empowerment based on both global and national mandates. JICA promotes "gender mainstreaming" as a comprehensive approach to achieve gender equality in all fields of society and incorporate the perspective of gender in all policies, programs and projects. JICA is committed to gender equality and women's empowerment in all areas in developing countries.

\* "DAC Guiding Principles for Aid Effectiveness, Gender Equality and Women's Empowerment" (2008) OECD/DAC

## JICA's Vision

### | Gender Mainstreaming : Inclusive and Dynamic Development |

JICA launched a new vision for promoting "Inclusive and Dynamic Development" in 2008. The vision embraces the basic idea that "all people, regardless of ethnicity, religion, gender, or age, would recognize the development issues they face, participate in addressing them, and enjoy the fruits of such endeavors". JICA aims to provide effective support for such self-initiated efforts and to promote development that will lead to poverty reduction and human security.

Gender mainstreaming explicitly underpins the idea of "inclusive development", which aims to benefit all people, regardless of ethnicity, religion, gender, or age. Gender equality and women's empowerment are also critical to achieving "dynamic development", which encourages participation in development processes by a diverse range of actors, and promotes sustainable and equitable growth in the constantly changing environment of a developing nation. JICA promotes gender mainstreaming as an essential tool to promote inclusive and dynamic development.

### National Policies and Initiatives on Gender and Development

Japan's efforts in ensuring gender issues as per the Official Development Assistance (ODA) guidelines have advanced in conjunction with gender equality movements in Japan. Japan's gender equality measures, "the Basic Law for a Gender-equal Society" and "the Basic Plan for Gender Equality" articulate explicitly that the formation of a gender-equal society in Japan is to be promoted based on international cooperation in consideration of the close relationship between internal promotion of a gender-equal society and efforts by the international community. (Article 17 and 19)

In accordance with the development of these national measures, Japan's ODA Charter (2003), the basic policy framework of ODA, clarifies the importance of promoting women's empowerment and gender equality. The ODA Medium-Term Policy also notes the importance of ensuring gender perspective as a basic principle to achieve equitable development. In addition, the Japanese Government released the "Initiative on Gender and Development", with fundamental ideas, approaches, and concrete actions to incorporate gender perspective in various levels and fields of development assistance, in 2005.

The basic ideas of the Initiative are emphasized as follows:

- Mainstream gender perspectives into policy planning and measures that are not directly intended to benefit women.
- Understand the different living conditions and needs of women and men at the project planning stage, and take them into account when implementing projects.
- Strengthen Japan's support for developing countries to promote gender equality and women's empowerment.

JICA released its most up-to-date gender mainstreaming guidelines in 2009 in accordance with these national policies and initiatives. Gender mainstreaming is now a firm part of JICA's cooperation strategies.



# JICA's Strategy, Approach and Framework for Gender Equality and Women's Empowerment



## Strategies

### JICA's Three Strategic Development Objectives

#### Strategic Development Objective 1

##### Promoting Gender-Responsive Policies, Strategies and Institutions

JICA promotes gender equality in social, political and economic structures that often place women in subordinate positions. Major areas of concern are strengthening national machinery, reforming public institutions, supporting information management and establishing monitoring and evaluation systems from a gender perspective.

▶▶ JICA categorizes these projects as **"Gender Equality Projects"**

#### Strategic Development Objective 2

##### Promoting Women's Empowerment

JICA promotes women's empowerment as part of an effort to advance gender mainstreaming. Related projects deal with girls' education, mother and child health, women's entrepreneurship development, and micro finance systems. JICA also pays close attention to gender-based violence issues such as trafficking in persons and domestic violence.

▶▶ JICA categorizes these projects as **"Projects Targeting Women"**

#### Strategic Development Objective 3

##### Promoting Gender Integration in Programs and Projects

JICA promotes integration of gender perspectives and components in planning, implementation, monitoring and evaluation of programs and projects which do not have gender equality and women's empowerment as their main and explicit objectives, but require measures to be taken to correct existing gender biases in their planning and implementation stages.

▶▶ JICA categorizes these projects incorporating gender perspectives and components as **"Gender Integrated Projects"**

## Approaches

### Processes for Gender Mainstreaming

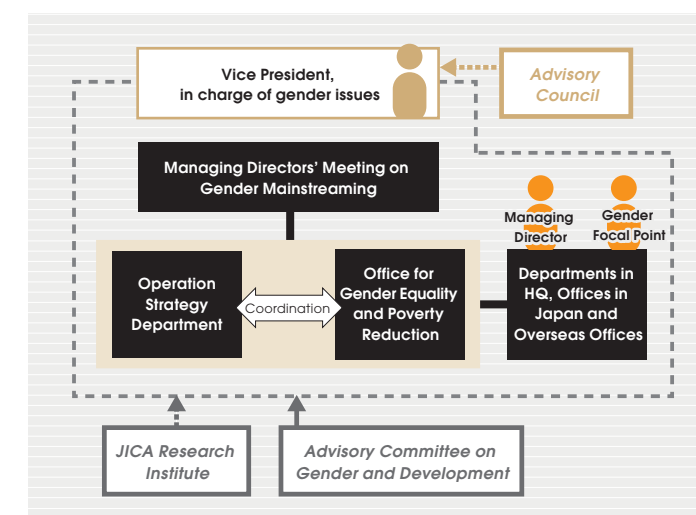
#### Mainstreaming in Every Stage:

##### Planning, Implementation, Monitoring and Evaluation

- Step 1 Screening all development projects and identifying gender-responsive projects**  
 All projects are screened from a gender perspective at the appraisal stage. Gender-responsive projects are identified.
- Step 2 Classifying all projects according to Strategic Development Objectives**  
 Gender-responsive projects are classified into three categories according to Strategic Development Objectives.
- Step 3 Integrating gender perspective in planning**  
 Each relevant department integrates a gender perspective into projects in close consultation with the Office for Gender Equality and Poverty Reduction.
- Step 4 Implementation, Monitoring and Evaluation**  
 A project is implemented by relevant departments and is subsequently monitored and evaluated in consultation with the Office for Gender Equality and Poverty Reduction.

## Framework

### Organizational Structure for Gender Mainstreaming



- The Operation Strategy Department:**  
 Responsible for overall policy and organizational development to promote gender mainstreaming within JICA.
- Office for Gender Equality and Poverty Reduction:**  
 Implements gender equality projects. It also functions as an advisory office to provide technical input to other departments for mainstreaming gender perspectives in the process of developing a country's strategy, project formulation, implementation, monitoring and evaluation.
- Managing Directors of each department and office:**  
 Responsible for gender mainstreaming in their relevant departments and offices. A meeting of managing directors, which is chaired by the Vice President, is held annually.
- Gender focal points of each department and office:**  
 Facilitate gender mainstreaming in relevant departments and offices.
- The Advisory Council to the Vice President:**  
 Academics and gender professionals from civil society provide policy advice to JICA's program and project management.
- The Advisory Committee on Gender and Development:**  
 Professionals and experts on gender and international cooperation provide technical advice for gender mainstreaming into JICA's programs and projects.
- The JICA Research Institute:**  
 Includes gender experts who provide intellectual input and support by conducting research on gender and development.

### Partnership with Civil Societies, International Development Organizations and NGOs

■ JICA supports Japanese citizens working in developing countries as volunteers. The volunteers actively go deep into communities to support local institutions and people at the grass roots level. Their wide-ranging activities related to gender issues include maternal health, HIV/AIDS prevention, and vocational training for women.

JICA also cooperates in diverse ways with NGOs, local governments, universities, private sectors and other stakeholders in Japan.

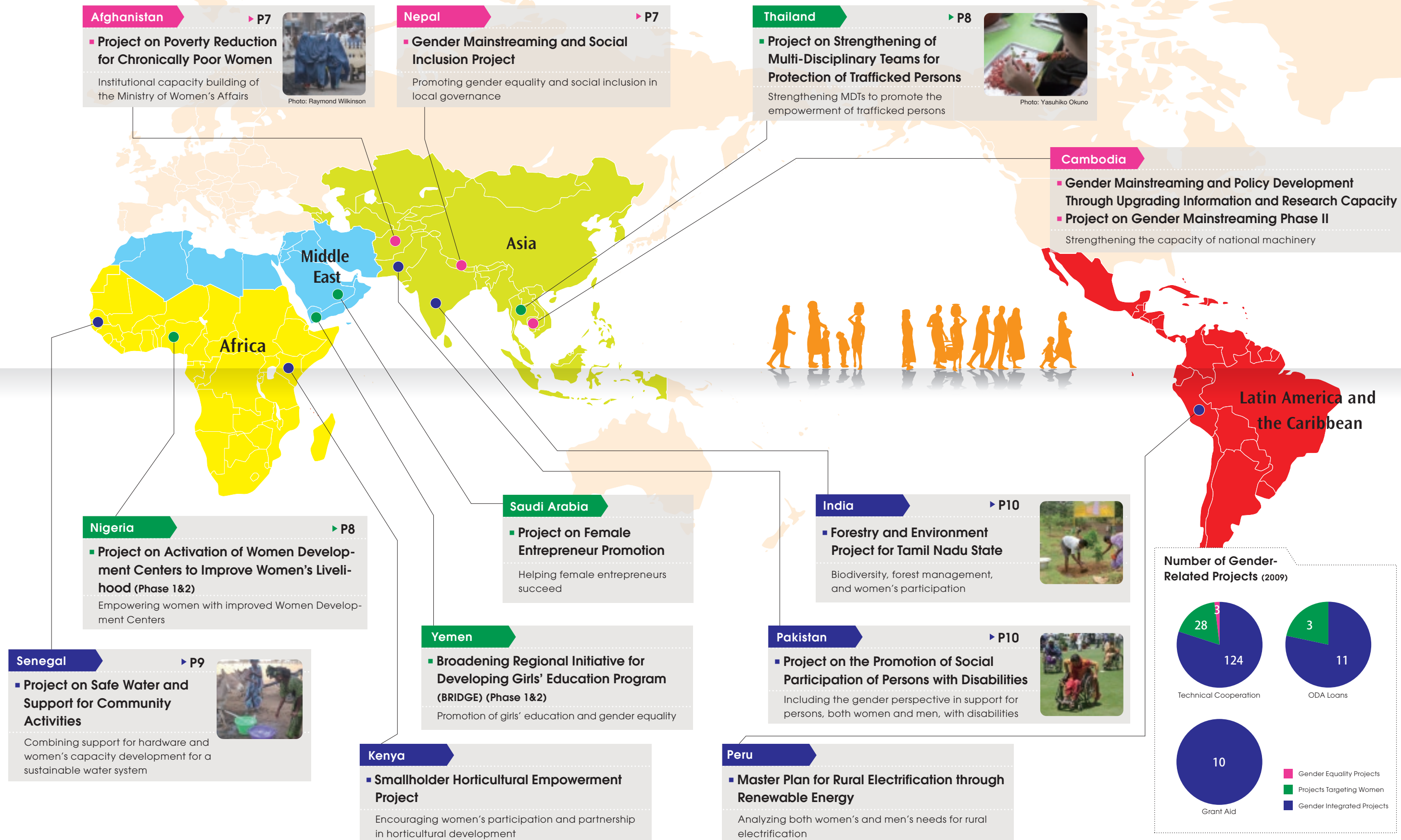
■ JICA is strengthening partnerships with other international donors and NGOs to tackle gender challenges in developing countries. JICA has collaborated with CIDA, FAO, GIZ, the Korean International Cooperation Agency, UNDP, the World Bank and MDBs, and various other NGOs in implementing projects and training programs.



Photo: Hiromi Nagakura

# JICA's Cooperation in Gender and Development: Projects around the Globe

- Gender Equality Projects
- Projects Targeting Women
- Gender Integrated Projects





# JICA's Gender and Development Projects and Activities



## Gender Equality Projects

These projects aim to support government capacity, policy and institutional development for gender mainstreaming.

### Case 1: Technical Cooperation

#### Project on Poverty Reduction for Chronically Poor Women in Afghanistan

##### Institutional capacity building of the Ministry of Women's Affairs

After 23 years of conflict and subsequent Taliban rule, Afghan women have been forced to live heavily restricted lives. Deprived of learning and work opportunities, women have not progressed into the labor force. To ensure women's

rights and raise their status, the Afghanistan Ministry of Women's Affairs (MoWA) was established in 2001. The Afghanistan National Development Strategy (ANDS) is pushing to achieve gender equality. MoWA aims for a 20% reduction in extreme poverty for female-headed households, through higher employment under ANDS.

From fiscal year 2003, JICA has dispatched experts to MoWA and implemented a project to enhance women's economic empowerment (2005-2008). A subsequent technical cooperation project began in 2009 to

strengthen MoWA's organizational capacity to improve the economic situation of chronically poor women. In this project, MoWA analyzes information on the situation of such women, and advises and trains other ministries and agencies.

Women's social participation is more challenging in some regions. So JICA approaches with a deep understanding of the social and cultural background in those areas. Through this project, we hope to reduce women's poverty and promote women's empowerment.



### Case 2: Technical Cooperation

#### Gender Mainstreaming and Social Inclusion Project in Nepal

##### Promoting Gender Equality and Social Inclusion in Local Governance

Nepal is a multiethnic country comprised of almost 60 ethnic groups, different castes, and a variety of cultures and customs, where education, employment and social participation opportunities for women and low-caste individuals remain limited.

Nepal's domestic conflict ended in November 2006. Learning from past lessons, the government is promoting Gender Mainstreaming and Social Inclusion (GM/SI). Participation of people in socially vulnerable positions such as women, members of lower castes, and ethnic minorities is encouraged in the process of building a new nation.

Ensuring central/regional budgets and developing a sufficient public service delivery system for socially vulnerable groups has been a major challenge. Yet, efforts have fallen short due to a lack of effective coordination and insufficient experience in related agencies.

In response, JICA agreed with the Government of Nepal to implement GM/SI policies in the central government and two districts (Syangja and Morang), based on a detailed planning survey conducted in September 2008. Since 2009, a series of GM/SI planning, appraisal, auditing, and monitoring training

sessions have been implemented. Pilot activities encourage the participation of women and other socially vulnerable people in the formulation and implementation of community development in target communities.

This project applies participatory approaches for women and socially vulnerable groups, attempting to reflect their voices in local governance.



## Projects Targeting Women

These projects primarily aim to empower and protect women including the poor, ethnic minorities/indigenous refugees, and girls.

### Case 3: Technical Cooperation

#### Project on the Strengthening of Multi-Disciplinary Teams (MDTs) for the Protection of Trafficked Persons

##### Strengthening MDTs to Promote the Empowerment of Trafficked Persons

In Thailand, human trafficking cases have multiplied since the 1980s along with rapid economic development. The Thai Government formed a comprehensive anti-trafficking legal framework that extends protection to women and children, as well as males, and ensures stricter punishment for perpetrators. JICA supports the Thai Government's efforts from a human security viewpoint.

Anti-trafficking measures require

comprehensive action in legal policy and development, protection of trafficked persons, and prosecution of traffickers. JICA's project focuses on "protection and reintegration of trafficked persons" and aims to strengthen MDT functions, which consist of various agencies and experts, coordinated by the Thai government's Ministry of Social Development and Human Security.

Strengthening regional partnerships is essential to combating

human trafficking. JICA plans to launch new projects in Myanmar and Vietnam, which will reinforce regional measures to reduce human trafficking in the Greater Mekong Sub-Region.



### Case 4: Technical Cooperation

#### Project on Activation of Women Development Centers to Improve Livelihood in Nigeria

##### Empowering Nigerian Women with Improved Women Development Centers

In Nigeria, 65% of the population lives below the poverty line, with large gender disparity in adult literacy rate, income, and representation in parliament due to traditional patriarchy. Gender inequality also exists in household decision-making.

In the late 80s, over 700 Women Development Centers (WDCs) were established in Nigeria, functioning



as women's literacy schools and vocational centers. In

2001, a survey conducted by the National Center for Women Development (NCWD) found that while WDCs had improved the livelihoods of poor women, many were not properly managed or financed.

In response, JICA supported a three-year technical cooperation project (2007-2010) to improve the service quality and management of WDCs, which offer sewing, cooking, and other courses. The project also sought to increase men's awareness of the WDCs' importance. WDC-trained women enjoy economic benefit, for example, by

knitting their own clothes, and some started their own businesses. They have also created social networks with other women. Some women now feel more confident in expressing opinions or negotiating with their husbands.

Based on experience from the project, guidelines for WDC activation were developed by the NCWD. Since 2011, JICA is implementing a new phase of the project in order to further improve livelihoods and empower women at the grass-roots level.

### Case 5: Training

#### Rural Development through Improved Livelihoods

##### Experience in Japan Has Contributed to Empowerment of Women in Developing Countries

The training program in Japan is an important means of technical cooperation through firsthand experience, which helps the participants utilize acquired knowledge to resolve issues in their countries. A good example of gender-related training is the Training Program on Empowerment of Rural Women, which has been in place for more than 30 years and has trained a large

number of rural development practitioners. This program highlights the "Life Improvement Approach (LIA)", which encourages rural women to take autonomous group action, utilizing locally available resources for a better life. After returning to their countries, the participants engage in various activities to empower rural women. Some participants in JICA's training program joined in the side

events of the 54th session of the Commission of the Status of Women held in N.Y. in 2010, and presented their field activities for local women using LIA-related knowledge gained in Japan.





### Joint Implementation of International Cooperation Projects: NGOs and JICA

A part of Japanese ODA is being implemented by Japanese civil society organizations and NGOs with expertise in various fields. Their responsibilities vary, such as onsite activities in developing countries as JICA experts or volunteers, or receiving trainees from developing countries at numerous institutions in Japan, including local governments, universities, and private enterprises. The Japanese people have expressed high regard for the international cooperation of Japanese NGOs.

Fundacion Mano A Mano is a Japanese NPO that has worked for educa-

tional and health support for women in Paraguay and Argentina.

From 2007, the organization started a project in collaboration with JICA to promote self-reliance in poor women in Paraguay. The project was implemented in Ciudad del Este, an area where a tradition of male dominance persists. The project targeted 300 chronically poor women in Ciudad del Este who lacked opportunities for education and employment, and provided them with vocational training including sewing and embroidery, as a first step toward self-reliance. Although the

project ended in 2010, the vocational training has been continued for its important role of providing local women with technical skills. Women trained in the project are now able to produce colorful clothes and accept orders to embroider government uniforms and hotel towels. Moreover, they are now participating as leaders and employers in the second phase of the project, which provides young people with vocational training. Step by step, women here have embarked on the path to economic and social empowerment.



## Gender Integrated Projects

While these projects themselves are not explicitly aimed at gender equality and women's empowerment, they include specific activities that contribute to such issues.

### Establishing a Sustainable System for Water Use with a Gender Perspective

For over 30 years, Japan has been providing grant aid for rural water supply in Senegal, making a major contribution to the improvement of living standards in rural communities. This is a good example of a technical cooperation project following physical input by grant aid, such as water-supply facility construction and repair.

Since women were the main users of the water supply facilities, the project emphasized women's participation to achieve its objectives of "establishing a system for sustainable water use".

Firstly, the project set gender indicators to assure women participation in the Borehole Users' Association and its executive board. Secondly, data management and analysis on the type of gender-responsive approaches was performed for each stage of activity to help educate and enhance participation in the Borehole Users' Association. Finally, monitoring was conducted from social and gender perspectives, assuring women's participation and taking measures against any obstacles.

Increased women's participation in management positions resulted in

more transparent and sustainable management of the water facilities. The sustainable system for water use could reduce women and children's burden of fetching water and improve the hygienic environment of the communities.



### Biodiversity, Forest Management and Women's Participation

The forest ratio in Tamil Nadu State was about 17% in 1992, slightly under the national average, with 89% of the forests owned by the government. However, continuous deforestation due to urbanization and a growing population caused devastation over 30% of the state's national forest area. Among the large number of residents depending on forest products, women in particular caused much of the deforestation by gathering firewood.

Behind this was the persistent discrimination against women under India's caste system and gender role stereotypes. These women had no source of external income to sustain a

household, so they gathered and sold firewood to make a little money. A sustainable forest management project was implemented with community participation, to encourage cooperation from residents in the forest products industry. The project seeks to improve living standards, reduce poverty, and reforest the area by:

- 1) "Afforestation" for forest restoration
- 2) Support for diversified income sources for forest-dependant residents
- 3) Capacity development in forest management

The project is unique for its gender perspective. For example, women's involvement in forest management was promoted through

the Joint Forest Management by securing gender-balance of the members. To help women gain alternative sources of income, microfinance was introduced, and women's livelihoods were improved through small businesses. The project also improved women's employment rate by hiring them for tree-planting activities. These gender-sensitive activities not only brought positive impact on the project objectives, but also reduced women and children's labor burden, enhanced girls' enrollment rate, and increased household income.



### Including the Gender Perspective in the Support of Persons with Disabilities

Persons with disabilities (PWDs) account for about 10% of the Asia-Pacific population, and the majority is economically, socially and politically excluded. In Pakistan, while policies and an action plan for PWDs exist, they are not sufficiently implemented, with a large gap between ideal and reality, and little improvement in the situation. So JICA has conducted a survey to establish how it can assist in the implementation of these policies and action plans.

JICA's cooperation policies in Pakistan contain a gender perspective, and various considerations were made in this survey. For example,

half of the researchers and survey subjects were women, gender-related questionnaire items were added, and gender experts participated in the survey. At the survey pilot site, PWDs themselves joined in the survey team and visited PWDs in the community.

Because of socio-cultural and religious reasons, women with disabilities especially tended to be hidden at home. With women with disabilities joining as interviewers, the survey team could visit the homes of women with disabilities and observe their actual living conditions.

Moreover, these visits by their counterparts greatly encouraged women with disabilities and their

families, and produced many positive changes in their lives.

In addition to the gender-responsive approach of the survey, the project itself was also implemented with a gender perspective. Related actions included setting a 50% female ratio in the project steering team, empowerment through handicrafts activities, and holding a sports event for women. As a result, many positive effects have been observed, such as women with disabilities empowered to appear in public, get a job, and get married.



### UNDP/JICA Collaboration

The impact of climate change is observed in many ways and at different levels. However, poor women are considered more vulnerable to climate changes, as they live on natural resources at the subsistence level. To integrate a gender perspective into climate change measures, JICA has

collaborated with UNDP to implement a training program on climate change and gender.

In addition to introducing JICA's approach on Climate Change and Gender, experts on gender and disaster management from UNDP gave lectures and the participants also learned about

UNDP case studies. This UNDP/JICA collaboration provided opportunities for consultants and practitioners to learn gender approaches in the field of climate change.