



USAID
FROM THE AMERICAN PEOPLE



ADVANCING GENDER IN THE ENVIRONMENT: ACCELERATING IMPACT FOR EQUALITY AND SUSTAINABILITY

A Review of AGENT's Reach and Results
October 2018 - September 2019

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ABOUT THIS DOCUMENT

During the 2019 Fiscal Year (October 1, 2018 - September 30, 2019), the USAID Bureau for Economic Growth, Education, and Environment's (E3) Office of Gender Equality and Women's Empowerment (GenDev) continued to strengthen awareness and capacities on gender equality and women's empowerment across environment sectors and issues through Advancing Gender in the Environment (AGENT). A partnership between USAID and the International Union for Conservation of Nature (IUCN), AGENT continues to catalyze widespread results through innovative knowledge generation and technical assistance.

The work presented in this annual review demonstrates that investments in gender equality and women's empowerment strengthen Bureau and Mission-level capacities to meet USAID's objectives and mandates on gender equality, and compel wider stakeholder action, including toward:

- Improved environmental programming and projects;
- Investment and leadership in new areas of cross-sectoral and collaborative research;
- Increased opportunities for economic empowerment and sustainable livelihoods; and
- Influencing the broader international, interlinked sustainable development agenda.

This review showcases in-year achievements across AGENT's primary portfolio, which spans work on gender and fisheries, gender-based violence, and national policy and project support. Demonstrating the flexibility and nimbleness of the mechanism, this review also includes a high-level summary of on-demand activities from 2019. Snapshots of what will come from AGENT in 2020 are featured throughout.

PHOTO CREDIT: IUCN

ABOUT ADVANCING GENDER IN THE ENVIRONMENT (AGENT)

Advancing Gender in the Environment (AGENT) is a ten-year program launched by the United States Agency for International Development (USAID) in 2014 and implemented by the International Union for Conservation of Nature (IUCN).

The purpose of the partnership is to increase the effectiveness of USAID's environment programming through robust gender integration and to improve gender equality and women's empowerment outcomes in a broad range of environmental sectors.

AGENT envisions a world that approaches environmental work at all levels with gender-responsive policy, strategies, and action. By recognizing women as agents of change and valuing the diverse knowledge, experiences, and capacities of women and men alike, AGENT drives transformation toward a more sustainable and equitable future for all.



PHOTO CREDIT: SHUTTERSTOCK

WORKING ACROSS ENVIRONMENTAL ISSUES AND SECTORS

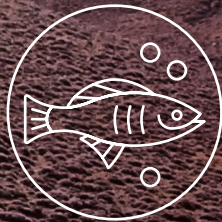
AGENT's work spans sectors, providing support not only to USAID Offices but to Missions, implementers, and partners alike. The initiative also influences IUCN's programming across 160+ countries



GENDER-RESPONSIVE NATIONAL PLANNING



GENDER-BASED VIOLENCE AND ENVIRONMENT LINKAGES



FISHERIES



SUSTAINABLE LANDSCAPES



ADAPTATION AND RESILIENCE



FORESTS AND RESTORATION



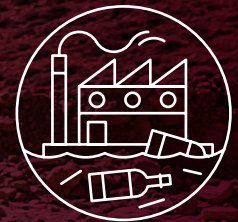
WATER



ENERGY

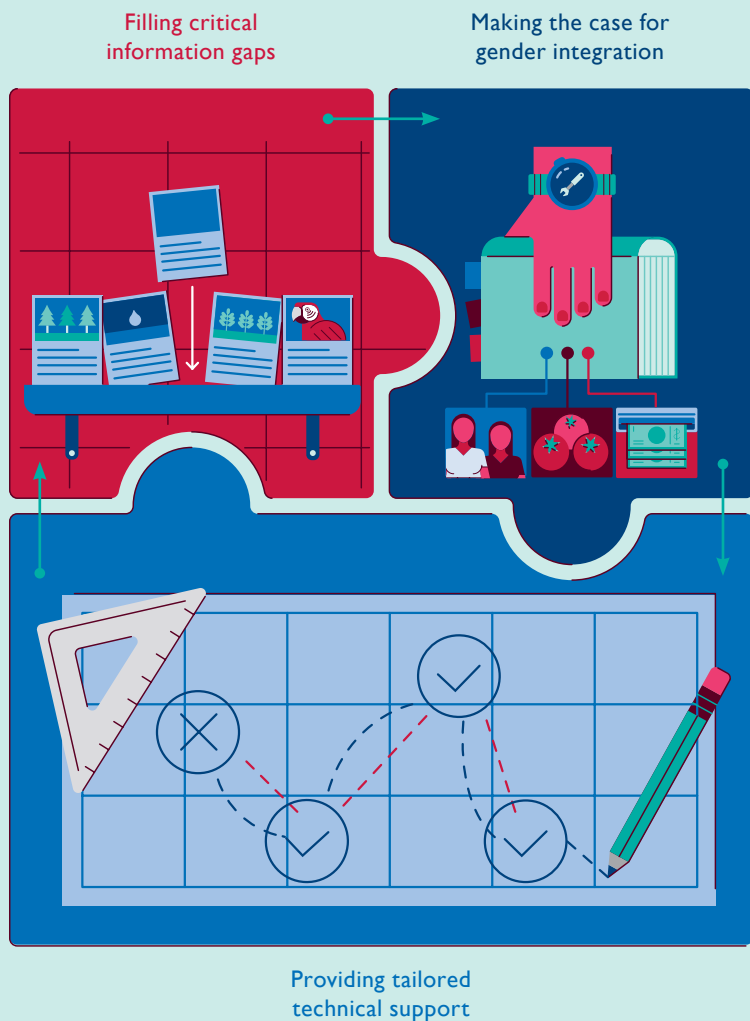


SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS



POLLUTION, CHEMICALS, WASTE, MARINE PLASTICS

AGENT's support focuses on three interlinked impact areas, with widespread results over the life of the grant to date:



FILLING CRITICAL INFORMATION GAPS ACROSS ENVIRONMENTAL SECTORS

to increase gender equality and women's empowerment

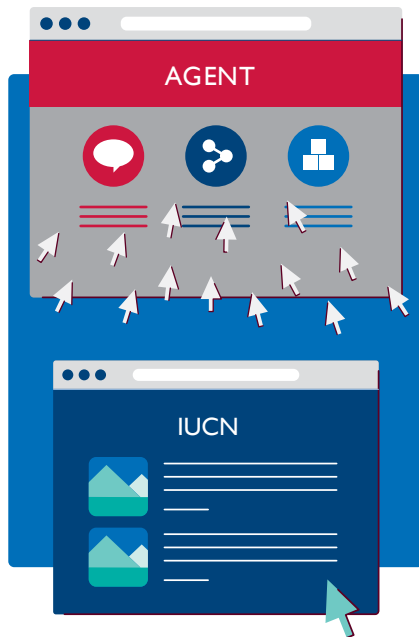
Since 2014, AGENT has published **30 knowledge products** and over **60 tailored tools**, changing the way gender is integrated into environmental policies, programs, procurements, and practice.

MAKING THE CASE FOR GENDER INTEGRATION across environmental sectors and programming

Demand for AGENT information and support demonstrates the importance of knowledge and tools: more than **40 on-demand requests** for tailored information and support were filled between October 2018 and September 2019.

PROVIDING TAILORED TECHNICAL SUPPORT to achieve program results on women's leadership, economic empowerment, and strengthened livelihoods

Last year, AGENT provided technical support to **USAID Missions and implementers** in South America, Central America, Asia, and sub-Saharan Africa on renewable energy, fisheries, watershed and coastal management, food security, pollution, forestry, and geospatial analyses.



THOUGHT LEADERSHIP:

Through AGENT-developed research and tools, IUCN has built the knowledge and skills of over **26,000** officers, implementers, ministerial staff, and practitioners on gender and environment issues. AGENT tools have been accessed over **21,000** times, helping to establish USAID as a leader in investing in and advancing sustainable development that works for women and girls – from environmental policies and programs, to institutional standards and practice.

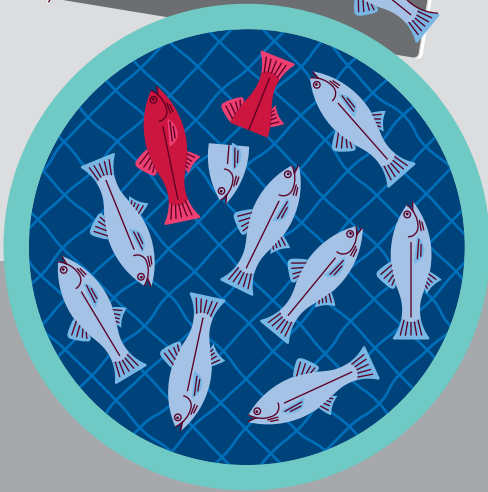
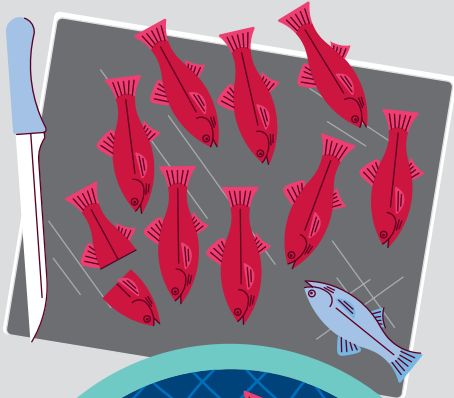
DEVELOPMENT IMPACT:

As a union of more than **1,300** government and non-governmental members and **15,000+** experts, IUCN offers a portfolio and convening power that shapes development strategies and outcomes around the world. AGENT knowledge and tools influence a portfolio of **500+** projects in **160+** countries, reaching hundreds of millions of target beneficiaries.

WOMEN HOLD

90%

of processing jobs



15%

of harvesting roles

STRENGTHENING GENDER EQUALITY IN THE FISHERIES SECTOR: A SEA OF OPPORTUNITIES

As women fill important roles throughout fishery value chains, fisheries are an important entry point for achieving the goals of the *Women's Entrepreneurship and Economic Empowerment Act (WEEE)*. To explore major knowledge gaps on gender, women's economic empowerment, and sustainable wild-caught fisheries, AGENT collaborated with USAID's Office of Forestry and Biodiversity (FAB) to produce a guide on *Advancing Gender in the Environment: Gender in Fisheries – A Sea of Opportunities*. Building on USAID's *Gender Equality and Female Empowerment Policy* and the Agency's Biodiversity Policy, as well as important resources and examples from the Food and Agriculture Organization and IUCN, the guide serves as a crucial resource for practitioners, academia, USAID missions, and implementing partners working across multiple aspects of sustainable fisheries management.

FILLING KNOWLEDGE GAPS ON GENDER AND FISHERIES

Literature reviews revealed that, although information exists on how fisheries present opportunities for integrating and achieving gender equality and women's empowerment, evidence is mostly missing on how these interventions can improve fish stocks or other conservation outcomes. This is an important gap for two reasons: 1) a sole focus on increasing women's economic empowerment can inadvertently drive overfishing; and 2) a better and fuller understanding of women's contributions toward sustainable fisheries management can help projects fully recognize, appreciate, and harness the capacities and contributions of women.

MAKING THE CASE FOR INTEGRATION TOWARDS IMPROVED RESULTS

The guide has already inspired worldwide impact by increasing knowledge and capacities on why and how to meaningfully integrate gender into sustainable fisheries programming. At international level, the guide has helped to assure

that gender and fisheries are included in framework discussions and guidelines for the Convention on Biological Diversity and the Convention to Combat Desertification. At the regional level, the guide was presented as a key resource to the 550 members from 35 countries participating in IUCN's Asia Regional Conservation Forum and featured in the Economic and Social Commission of Asia and the Pacific's (ESCAP) latest working paper on meeting SDG 14, Life Below Water. At the national and community level, the guide has informed fisheries work across numerous projects, including, for example IUCN's gender technical support to government, private sector, academia, and civil society partners of the Shared Resources, Joint Solutions program in Cambodia and Guyana.

The guide has also spurred interest from finance organizations, donors, and major ocean and fisheries organizations, resulting in over 20 requests for resources and technical support from the World Bank, PROBLUE, Blue Venture, Ocean Alliance, USAID missions, and IUCN regional offices. It has also inspired numerous development funds and projects to make deeper investments in gender and sustainable fisheries opportunities. In 2020, AGENT will work closely with FAB to map important fisheries programming stakeholders, identifying and implementing strategic plans towards advocating for intentional gender equality programming in sustainable fisheries work. AGENT will also work towards further illustrating how the fisheries sector is important for achieving gender equality results.

TAILORED TECHNICAL SUPPORT TO PROJECTS TO BUILD EVIDENCE-BASED INTERVENTIONS

Building on the guide's findings and recommendations to further advance research on this nexus, USAID launched a *Learning Initiative on Women's Empowerment, Access to Finance, and Sustainable Fisheries*. Through a cross-site, mixed-methods approach, the learning initiative aims to address two hypotheses:

1. Empowering women through access to finance and other capacity building interventions results in stronger fisheries management outcomes than programs lacking these elements; and
2. Engaging women as key stakeholders in fisheries management and improving access to financial tools provides meaningful pathways for women's empowerment.

AGENT experts served on the Learning Initiative's Advisory Board, providing on-demand technical and strategic communications support. Leveraging its unique Union membership, IUCN will continue to work to leverage USAID's investment in this sector by transforming the way IUCN activities integrate gender and women's empowerment into its own fisheries programming.



ADDRESSING THE VIOLENCE OF INEQUALITY: BUILDING EVIDENCE ON GENDER-BASED VIOLENCE AND ENVIRONMENT LINKAGES

Gender-based violence (GBV) is a violation of human rights and a systemic barrier to social, economic, and political participation, empowerment, and equality. The United States has been a leader in understanding and forging solutions to ending GBV, not least as it poses a threat to sustainable and self-reliant development. In relation to natural resources and the environment, GBV is also used as a means for control over vital resources – and yet GBV-environmental linkages are seldom documented and even more rarely explicitly addressed.

USAID and IUCN identified this major knowledge gap at the nexus of GBV and environment issues and embarked on a research process through AGENT to gather evidence across sectors and to mobilize awareness and devoted attention to addressing GBV-environment linkages. AGENT validated its analysis and presented aspects of the research to several hundred decision-makers and practitioners, triggered the development and launch of a Global Challenge, and will publish *Gender-based Violence and Environment Linkages: The Violence of Inequality* at the start of 2020.

FILLING KNOWLEDGE GAPS

Gender roles and norms play a significant part in determining diverse people's access to, uses of, and control over natural resources. All over the world, women are often the ones most directly dependent on natural resources – water, food, and fuel, for example – as well as responsible for their day-to-day management. Yet, they are on the outskirts of governing structures or restricted from deriving benefits. Insecure, inequitable land rights are but one example. Across environment-related issues and sectors, GBV is a means to keep this status quo intact.

As pressures over and threats to environmental resources and sustainability mount, GBV can increase. This is evident in the context of post-disaster

situations, for example, and in relation to conditions surrounding environmental crime, extractive activities, and the very work to defend and protect the environment. AGENT will launch an expansive publication mapping and analyzing these linkages in early 2020, complementing efforts across USAID and IUCN to address these issues as a matter of urgency.

MAKING THE CASE FOR INTEGRATION

Through the course of the research process, which included numerous opportunities to present, enrich, and validate findings, AGENT has fielded requests from across USAID, as well as IUCN and its diverse membership, for tailored information on regional GBV-environment linkages; sector-specific incidence and trends; policy guidance; existing and emerging partnerships to address linkages; and technical support to field projects. Importantly, USAID applied the research to develop and launch a Global Challenge to tackle GBV and natural resource management head-on: the Resilient, Inclusive, Sustainable Environments (RISE) Challenge generated more than 170 proposals from 49 countries and will award five diverse winning strategies in 2020. AGENT will continue to learn and apply promising practice from these interventions, amplifying the unique value-add USAID and IUCN have together to change the standard for environmental and gender equality programming alike.

TAILORED TECHNICAL SUPPORT

In addition to working closely with USAID implementers to inform and co-create the RISE Challenge, IUCN ensured widespread awareness and proposal generation from across the IUCN membership, elevating attention to GBV as fundamental to realizing a rights-based approach to sustainable development. In 2020, IUCN will launch a GBV-Environment Knowledge Platform tailored to the environmental community. Searchable by key topics such as land or disaster risk reduction, the knowledge platform will bring together hundreds of resources to inform a more GBV-responsive conservation and sustainable development agenda.



Around the world, it is estimated that one in three women and girls will experience gender-based violence during her lifetime.



SUPPORTING COUNTRIES IN ADOPTING GENDER-RESPONSIVE POLICIES: NATIONAL GENDER ACTION PLANNING

Identifying and then taking steps to address gender gaps in environmental decision-making, programming, and projects is essential to ensure resilience and well-being for whole communities – not least in the context of a changing climate. In 2019, culminating a multi-year multi-stakeholder process, USAID collaborated with IUCN to support the Government of the Dominican Republic to launch its national Climate Change Gender Action Plan (ccGAP) together with the USAID Dominican Republic Mission.



National gender action plans identify and analyze the state of gender and environment issues in a country, across each country's self-identified priority sectors. The process then builds cross-sector capacities, with women's organizations and their solutions at the center, to make policy and implementation recommendations that catalyze national gender-responsive action toward resilience for all.



Thanks to USAID's foundational support, ccGAPs and related processes have proven to be powerful enablers of change and transformation. For example, ccGAPs have inspired governments, local stakeholders, and development partners to improve data and information collection on gender and environment sectors; embed women's activities into national readiness and resilience programming; and strengthen gender-responsive budgeting and resource allocation.

FILLING KNOWLEDGE GAPS

With support through AGENT, a country's ccGAP becomes the blueprint to help ensure women are not only accounted for in national climate adaptation, mitigation, and resilience-building, but that they thrive as entrepreneurs, employees, resource managers and throughout the overall economy – in tourism, transportation, energy, infrastructure, agriculture, food security, waste management, forestry, water, and sanitation, health, marine coastal management, and disaster risk reduction. Gender analyses across these key sectors is a fundamental piece of the equation.

Owned and led by the government, the process brings together civil society, private sector partners, academia, international and national development communities, and more, to build mutual knowledge and capacities toward a shared transformative agenda.

MAKING THE CASE FOR INTEGRATION

More than two dozen countries have developed IUCN ccGAPs or similar national plans, many of which have tackled specifically male-dominated sectors. But the Dominican Republic's is especially unique: it is the first to emphasize pathways to increase women's economic empowerment in aviation, an important sector to the country's economy, as it has 80 air operators generating 90,000 regular international flights per year across 7 main airports. The ccGAP calls for cross-ministry collaboration and budgeting to address gender considerations in aviation, plus:

- The design and implementation of trainings for women and men in the National School of Traffic Education to increase knowledge and capacities on equitable sustainable transport solutions; and
- A certification program for women in technical areas within a sustainable aviation sector, as well as promoting the inclusion of women in the aeronautical sciences and training programs to increase their participation in the sector.

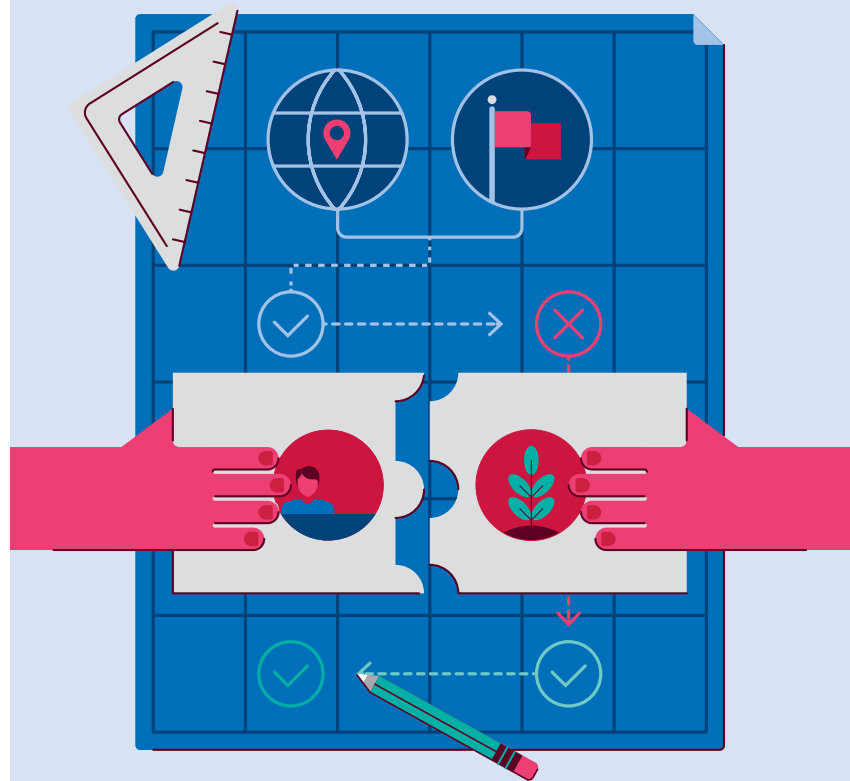
TAILORED TECHNICAL SUPPORT

ccGAPs have influenced a wide number of processes and outcomes, including leading to considerable investments by other development partners in ccGAP countries. For example, the Dominican Republic's ccGAP is implemented – and supported – as part of its Nationally Determined Contribution (NDC). Other countries have built programming from ccGAP activities, which benefit from ongoing tailored technical support from IUCN to ensure that gender-responsive strategies deliver sustainability results. Such is the case in Mozambique, where key ccGAP elements led to the design and implementation of a multi-year program, *Coastal Resilience to Climate Change: Nature-based solutions for building resilience in vulnerable and poor coastal communities*.

TAILOR-MADE SOLUTIONS

AGENT has supported USAID with more than 40 tailor-made presentations, slide packs, talking points, and gender analysis tools. AGENT is uniquely designed to respond to a wide variety of USAID's needs, including to fill critical knowledge gaps, make the case for gender integration in sustainable development and environmental action, and provide expert gender technical support to policy, programming, and project interventions.

From gender analyses and cross-sector research, to generating new data and accompanying projects in the field for hands-on support, a sample of tailored solutions and in-year AGENT achievements span the next pages.



FILLING KNOWLEDGE GAPS

AGENT-developed research and tools support USAID Operating Units and their partners to both better understand key issues that might limit efficacy of sustainable development programming, and identify and build on promising practices.

MEN FAR OUTNUMBER WOMEN IN LEADERSHIP POSTS ACROSS AFRICAN ENERGY UTILITIES



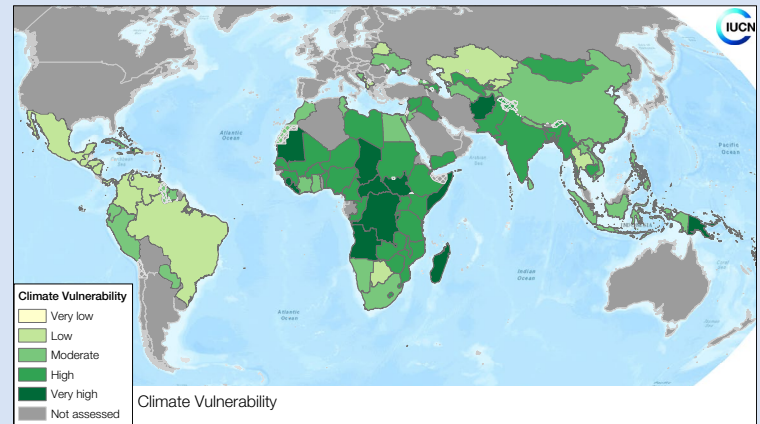
Women hold
6%
of positions

Men hold
94%
of positions

FILLING KNOWLEDGE GAPS WITH NEW DATA ON WOMEN'S ROLES IN FORMAL SECTORS

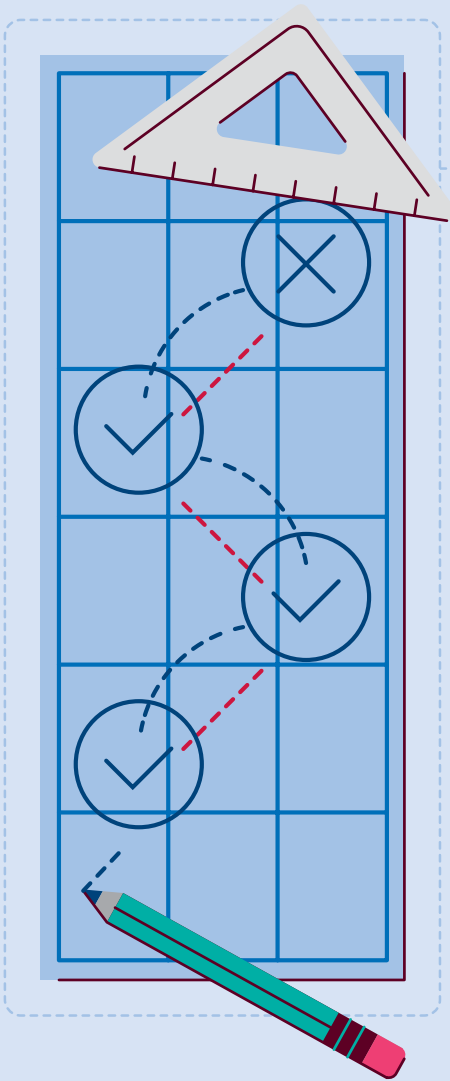
Through a buy-in, AGENT conducted research to help stakeholders improve knowledge on women's participation in formal economic sectors. Conducting interviews and surveys, IUCN produced data on women's participation and leadership in 10 sub-Saharan African energy utility companies. The research also reviewed and presented a range of good-practice examples illustrating what these utilities are doing to create more gender equitable workplaces.

RESEARCH DEMONSTRATES CLIMATE VULNERABILITY AMONG COUNTRIES IN USAID'S PORTFOLIO



FILLING KNOWLEDGE GAPS BY DEVELOPING NEW FRAMEWORKS TO VIEW AND ADDRESS INTERTWINED ISSUES

AGENT conducted research across USAID countries on climate vulnerability, state fragility, and gender inequality, finding that risks and threats may be correlated and that further integration between gender equality, climate change, and governance sectors may be needed for improved shared results. Research findings were presented to a new climate change program at the Georgetown Institute for Women, Peace, and Security, as well as contributed to a new publication from the Joint Programme on Women, Natural Resource, Climate and Peace between the United Nations Environment Programme, UN Women, the United Nations Development Programme, and the UN Peacebuilding Support Office.



MAKING THE CASE FOR INTEGRATION

A core part of AGENT is to make the case that women’s empowerment improves environmental outcomes and environment-focused actions represent powerful opportunities for realizing gender equality goals. A few examples are detailed in the following paragraphs and include: releasing case studies that adapt to business case needs for advancing gender equality and responding to on-demand support for talking points.



INCREASED WOMEN'S ECONOMIC EMPOWERMENT VIA TARGETED RECRUITMENT



0 INCIDENTS OF VANDALISM DUE TO POSITIVE COMMUNITY RELATIONS

In part, due to its gender-responsive approaches to operations and inclusive community and social responsibility strategy, LaGeo (a geothermal utility in El Salvador) achieves business and gender equality results

MAKING THE CASE FOR GENDER-RESPONSIVE CORPORATE POLICIES FOR SOCIAL AND BUSINESS BENEFITS

AGENT published a case study, which built off its 2018 publication on energy infrastructure development, showing that gender-responsive approaches to corporate social responsibility and human resources can help improve a wide range of strategies and realize results, including mitigating utility vandalism. IUCN presented the case study findings to the World Bank and Inter-American Development Bank. This case study, and related work, have led to requests by Latin American governments for AGENT to provide tailored support to energy ministries on how to adopt and implement gender-responsive solutions to clean and renewable energy infrastructure development.

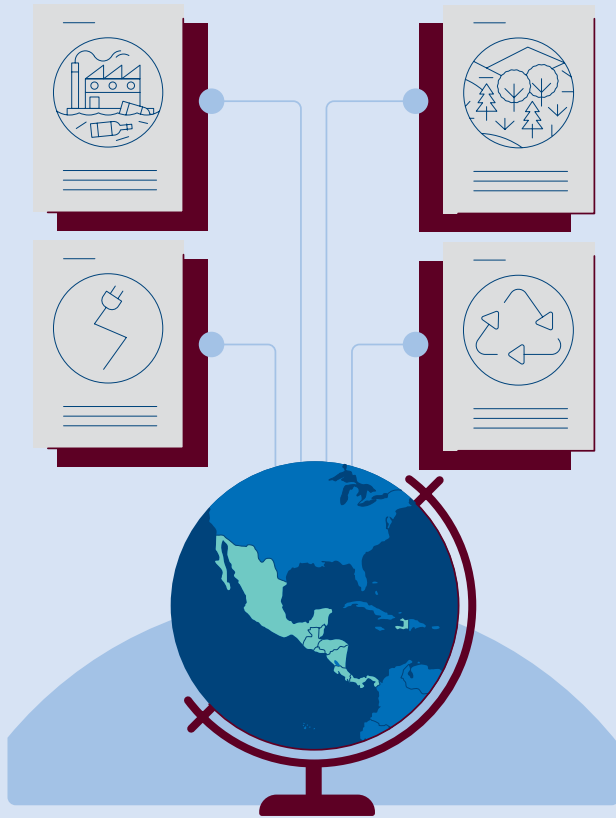


100+

tools and knowledge products have been created throughout the life of the grant to-date

MAKING THE CASE FOR STRENGTHENED MESSAGING THROUGH TAILORED TALKING POINTS AND TOOLS

Throughout 2019, AGENT has continued to help USAID make the case on gender-environment linkages to strengthen Agency-wide approaches and communications. AGENT has crafted numerous sets of talking points for high-level Agency representatives, for example emphasizing opportunities for women's empowerment in clean air, natural resource management, and water infrastructure interventions, as well as in combating transnational conservation crimes. AGENT has also produced on-demand blogs, slide packs, factsheets, brown bag events, and webinars for staff and partners, ensuring messaging and tools support USAID's Gender Equality and Female Empowerment Policy across environmental portfolios.



TAILORED TECHNICAL SUPPORT

An important part of AGENT’s purpose is to work collaboratively with USAID Missions, Offices, and project implementers to help them better meet their gender-responsive goals. Combining existing technical support (LOE) sponsored by GenDev with buy-ins of all sizes, AGENT is an adaptable mechanism that is available to USAID environment programs, projects, and partnerships when needed.

TAILORED SUPPORT TO PROMOTE WOMEN IN STEM

Working with USAID’s adaptation and sustainable landscapes specialists, AGENT continues to complement the Agency’s commitments to improving women and girls’ participation and leadership in science, technology, engineering, and mathematics (STEM) fields. During 2019, AGENT partnered with the USAID Office of Global Climate Change to assist the National Aeronautics and Space Administration (NASA) SERVIR program. AGENT provided guidance to help realize SERVIR’s vision of increasing women and girls in STEM, while also ensuring geospatial data and science applications reach those who can benefit from them most, including important gender considerations for environmental decision making among developing nations in Eastern and Southern Africa, the Hindu-Kush region of the Himalayas, and the lower Mekong River Basin in Southeast Asia. During 2019, AGENT delivered an initial phase of technical support by reviewing the gender strategies from two global teams and three regional hubs and inviting on-demand discussions to backstop gender focal points’ efforts. In 2020, a new workplan will support cross-hub learning exchange, aiming to continue to support and empower gender focal points and strategies across regions.

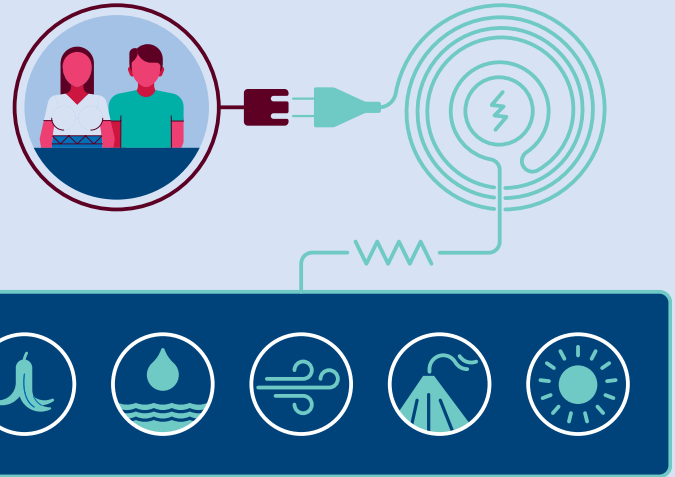
20%

of strategies specifically include the term “economic empowerment” in relation to gender equality or women’s empowerment



TAILORED SUPPORT TO ANALYZE COUNTRY AND REGIONAL DEVELOPMENT STRATEGIES

In 2019, USAID began a round of updates to its Country and Regional Development Cooperation Strategies. To support the USAID Offices in setting new priorities in alignment with the Agency’s *Journey to Self-Reliance* process, IUCN used its quantitative and qualitative Environment and Gender Information (EGI) methodology to produce global and regional datasets on gender-environment linkages to inform recommendations and priorities. Tailored regional slide packs, plus country-specific talking notes, offered data and analysis to strengthen understanding of key issues, from gender-based violence to forests and fisheries.



TAILORED SUPPORT TO POWER EQUALITY IN VIETNAM’S ENERGY SECTOR

With extensive experience and expertise relating to gender and energy in Vietnam, AGENT provided support to USAID’s implementers for its Vietnam Low Emissions Energy Program. Implementers sought country-specific gender-sensitive tools to inform a pre-feasibility assessment phase to the project. The support provided assisted implementers to better understand current challenges in identifying and mitigating gender-differentiated impacts of renewable energy project lifecycles. The positive collaboration resulted in Mission requests to support research for its environment-focused gender analysis. At the end of 2019, AGENT provided annotated bibliographies to inform the analysis and may provide desk and field-based support in 2020.

To learn more about Advancing Gender in the Environment (AGENT),
please visit gender.pub/agent



PHOTO CREDIT: SHUTTERSTOCK

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