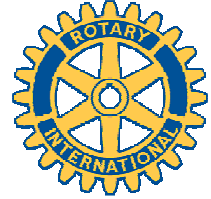




## Canadian Rotary Collaboration for International Development (CRCID)

1579 Hyde Park Road – London, ON – N6H 5L4  
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*Supported by the Canadian International Development Agency (CIDA) and participating Rotary Clubs*

## GENDER EQUALITY

*A transformed partnership based on equality between women and men is a condition for people-centred sustainable development.<sup>1</sup>*

Gender is a key factor in social organizations, notably through the division of labour and the distribution of responsibilities, opportunities and rewards. Gender concerns intersect all development areas and sectors, because all policies, programs and projects have an impact on women. Lessons learned over the years point to one conclusion – that women do not automatically benefit from development initiatives, no matter how well intentioned, because of systematic barriers to their full and equal participation.

Access to socially valued and valuable resources is unequal. Women generally have less access than men to training, land, secure employment and leisure, as well as to the political process. Without identifying such differences, it is not possible to devise policies that meet the specific needs of women and men and address existing inequalities.<sup>2</sup>

**Rotarians embrace gender equality as a key component of a sustainable development project/program. CRCID has, and will continue to, stress a focus upon gender equality through the equal participation of women with men as decision makers in all phases of a program: Community needs assessment; planning; implementation; reporting; and, evaluation.**

*CRCID makes a commitment to:*

- Increase women's participation as decision makers in the economic, political, social and environmental spheres
- Improve women's economic conditions, basic health, education and human rights
- Promote activities aimed at eliminating discrimination against women, and
- Support developing country partners in voicing their concerns on gender issues in development

**In order to ensure that CRCID supported programs adhere to its current gender equality policy, the organization will need to undertake the following actions:**

- 1) Regularly review and if necessary revise all current documentation, including the Strategic Plan, Bylaws, Application form to meet current gender equality standards;**

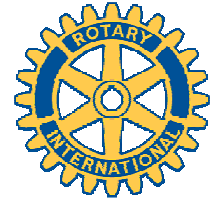
<sup>1</sup> Mission Statement, *Beijing Platform for Action*, Fourth United Nations World Conference on Women, Beijing, 1995. Found in: CIDA's Policy on Gender Equality, March 1999. pg. 3.

<sup>2</sup> CRCID. Factsheet P-3 "Women in Development / Gender Equity". September 2003.



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### **2) Educate CRCID members and Canadian Rotarians about the importance of gender equality through the development of a CRCID training module or utilization of the CIDA online learning course.**

Currently, gender equality is addressed in the CRCID project application form that contains the following questions related to gender equality:

- Describe the process used to plan the project and the involvement of the beneficiary community, men and women, in this process.
- Were the women of the community actually consulted regarding the program/project? Were they active participants rather than coincidental bystanders, assumed to be beneficiaries? Are women on the management committee, in Canada and/or in the developing country?

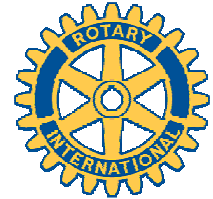
Women are steadily increasing their influence in Rotary as more and more women attain positions of responsibility at the decision-making levels of the organization. For example in Zone 22, 5 of the 23 District Governors for 2003/2004 are women. CRCID encourages female district representatives as members but CRCID is not involved in the selection process. Each member is appointed by the District Governor to represent the District.

**Sensitivity to gender issues will ensure that as Canadian Rotarians are developing their individual programs and projects gender will be a component. As part of this process of gender sensitivity, the CRCID applications for funding will explicitly request gender related information. The completed and submitted applications will be screened by the CRCID Secretariat to ensure gender equality is addressed. .**



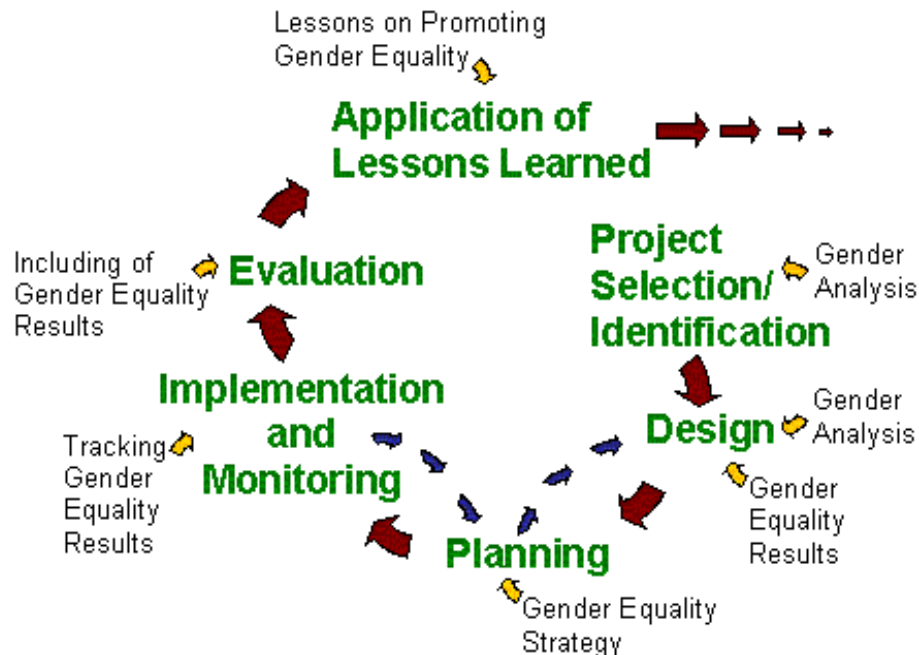
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The following flowchart<sup>3</sup> shows the integration of gender equality into a typical project program cycle:



### 1. Project Selection/Identification

- To analyze areas of inequality between men and women (taking into account issues of class, race, ethnicity, disability or other status) relevant to the project/program under consideration;
- To identify how a program/project could promote equality.

### 2. Design:

- As part of the appraisal / socio-economic impact analysis;
- Provide baseline data on gender;
- Formulation of the results that directly promote gender equality at all levels of the results chain (output, outcome, impact).

### 3. Planning:

- Gender Equality (GE) strategy defines:
  - Activities and steps to achieve GE results;
  - How to integrate GE into all project activities;
  - Indicators to monitor progress in achieving results.

### 4. Implementation and Monitoring:

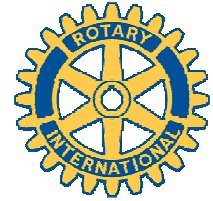
- Feedback on the work to achieve GE results;

<sup>3</sup> Gender Equality Unit, CIDA. "Promoting gender Equality – An Online Learning Course". 2002.



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- b. Revising GE strategy and/or results if needed.
5. **Evaluation:**
  - a. Evaluate the expected GE results.
6. **Lessons Learned:**
  - a. Define useful measures used to promote GE;
  - b. Identify areas for further gender analysis.

CRCID will integrate gender equality with its Education Development program to ensure that Canadian Rotarians are cognizant that it is an essential component of sustainable development and know how to integrate GE into their programs and projects. Some of the key elements in the promotion of a gender sensitive program that need to be integrated into the training program are:

- Recognize that gender equality is a cross-cutting issue, and conduct gender-analyses that will be integrated into the identification of programming areas, expected results and indicators;
- Include information disaggregated by sex on the country, region, or institution, as well as key results and lessons learned from past programming in support of gender equality;
- Includes a wide range of local female stakeholders, including government, civil society and community women, in a participatory process of designing, planning, implementing and evaluating the program/project;
- Utilize the findings of the initial gender analysis to establish a baseline against which to analyze and measure actual gender equality results achieved over time; and
- Monitor and evaluate the progress on achieving the identified gender equality results.

CRCID will develop new gender equality tools and integrate existing tools into its development education program. One of the tools that CRCID will integrate is the CIDA developed “Promoting Gender Equality: An Online Learning Course”.