



GENDER EQUALITY & THE EMPOWERMENT OF WOMEN

CAD Services & Experience



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CAD SERVICES

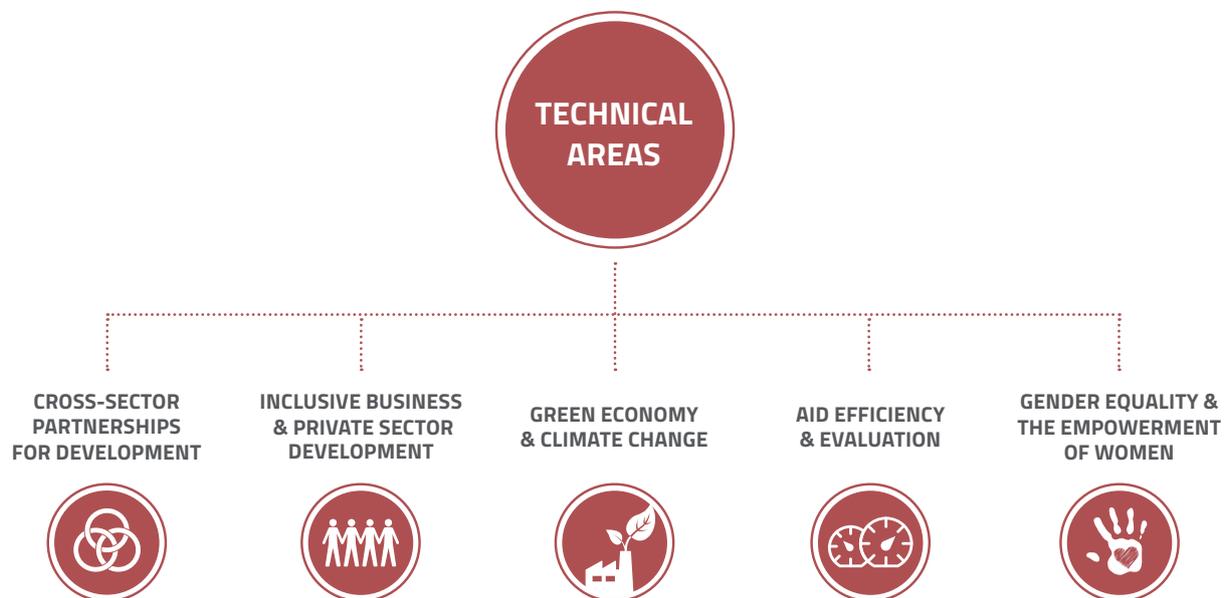
ABOUT CAD

THE CENTRE OF PARTNERSHIPS FOR DEVELOPMENT

CAD, the **Centre of Partnerships for Development**, was established in 2006 with the aim of promoting cross-sector partnerships. It has formed a global network of experts specialised in fields related to human and sustainable development. These experts share the conviction that partnerships are essential if innovative and sustainable solutions for improved development are to be realised.

CAD collaborates with a number of multilateral organisations, private sector companies as well as non-governmental organisations across all continents. Thanks to the talent, expertise and motivation of its unique network of experts, CAD has the flexibility to immediately put in place a multidisciplinary project team to meet the needs of its partners and clients.

CAD offers **research, training and consultancy** services in the following **technical areas**:



GENDER EQUALITY AND WOMEN'S EMPOWERMENT



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Equality between women and men, the elimination of any type of discrimination against women and the promotion of women's rights are enshrined in a number of international conventions and commitments (CEDAW, the Beijing Platform for Action and the Millennium Development Goals). They are fundamental values for many countries and international organisations around the world.

However, despite the advances achieved in gender equality over the last decades, gender gaps still remain.

“ GENDER EQUALITY AND THE ECONOMIC AND POLITICAL EMPOWERMENT OF WOMEN ARE ESSENTIAL TO ACHIEVE BETTER DEVELOPMENT OUTCOMES IN TERMS OF INCLUSIVE GROWTH AND POVERTY REDUCTION. ”

Mainstreaming gender equality in development actions implies addressing gender inequality. It means conducting gender analysis highlighting the differences between and amongst women and men, in terms of the relative distribution of resources, opportunities, constraints and power within a given context; taking into account the different priorities, interests and needs of both sexes; and involving women and men equally in setting goals and establishing strategies and plans to ensure development objectives are gender-sensitive.

To tackle the existing challenges and support countries to integrate Gender Equality concepts, CAD provides gender sensitive advisory services as well as develops methodologies and tools tailored to the needs of different actors, such as governments, companies or international organisations.

CAD sees gender not only as a core working area, but is also committed to make the gender aspect a cross cutting theme that penetrates all areas. To this end, CAD has created an inter-area gender working group to guarantee the integration of gender sensitivity into all of CAD's projects. The working group also carries out internal capacity building to train all consultants on gender awareness.



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WOMEN'S EMPOWERMENT SERVICES OFFERED BY CAD



1. ORGANISATIONAL STRENGTHENING AND CAPACITY BUILDING FOR GENDER MAINSTREAMING

CAD provides advisory services and accompaniment to governments, companies and international organisations to:

ADVISORY SERVICES

+ Strengthen institutional **capacity** for **mainstreaming** gender within all institutional areas

+ Improve policy development, procedures and **methodologies** for program implementation and overall management with a gender perspective

+ Integrate gender **equality** and promote women's empowerment in their external actions

CAD also designs training programs to promote gender equality as a mainstream topic in the formulation, planning, implementation and evaluation of programs through action-oriented tools that encourage **skills and knowledge learning**. These trainings are adapted to the audience and can be provided both online and face-to-face.



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2. WOMEN ECONOMIC EMPOWERMENT

CAD's experts in gender have significant experience gained over many years in researching women's participation in labor markets and the quality of their employment. **Our experts design and implement programs that look to promote equal opportunities between women and men in the labor market;** they assess enterprises on their development of equality policies and their plans to address the eradication of gender discrimination and to promote equal opportunities between women and men. They also have experience of working with women at risk of exclusion because of their socio-economic background. Our gender experts have a proven track record of developing tools and instruments to ingrain gender as a mainstream topic in projects and programs.

3. RESEARCH ON GENDER ISSUES

CAD has experts from different backgrounds that have carried out research into gender issues using **a combination of qualitative and quantitative data collection methods** (fieldwork, participative observation, collecting and analysing quantitative and qualitative data, etc.). Quantitative research focuses on statistics and quantifiable information, allowing a scientific approach to be applied to the study subject. Qualitative studies focus on subjective information, facilitating learning about the experiences, opinions or feelings of a person. This is a key approach to acknowledge the different priorities, needs and constraints that women and men have. CAD provides gender approach studies and research including, country or sector profiles, and specific gender issues.



Photo: pixabay.com (Hella Nijssen)

4. GENDER-SENSITIVE MONITORING AND EVALUATION

Conventional gender-neutral monitoring and evaluation systems are often blind to gender differences in access and impact, which ends up being male centered.

CAD develops gender-sensitive monitoring and evaluation systems, which include collecting and presenting data split between sexes. CAD also carries out gender focused baseline surveys and designs gender focused methodologies and tools (gender impact matrix, including gender sensitive indicators and means of verification).

In addition, CAD offers techniques for collecting and analysing qualitative and quantitative data in order to measure to what extent gender equality objectives are met and the changes in gender relations that have been achieved. Comparative studies and identification of good practices and lessons learned have also been carried out.



PROJECTS

RELATED PROJECTS BY CAD



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IDB-FINAL EVALUATION OF THE FACILITY FOR SMALL PROJECTS AND TECHNICAL COOPERATION FOR MARGINALISED GROUPS IN THE SOUTHEAST OF MEXICO. 2011

This project aimed at evaluating the design, efficiency and effectiveness of IDB's microfinance programme within the poorest and most violent states of Mexico, namely Chiapas, Guerrero and Oaxaca. The evaluation took place at three different levels: the institutional level of the IDB, the level of the intermediary institution and the end beneficiaries' level, while the focus was on these topics: microfinance, agricultural production and the environment, community development, gender issues and empowerment. Among other aspects, CAD analysed the participation of women in income-generating activities, women's economic empowerment, gender gap reduction, women's access to credit and services and the improvement of women's socio-economic status.



IFC-WEB-BASED SME DEVELOPMENT PROGRAM MANAGEMENT. 2014

This program uses a global web-based product that leverages the latest information and communication technologies. It provides SMEs in emerging markets with access to online business management information, interactive tools, and training to help them stabilize, formalize, and grow their businesses. The program to date has launched 40 sites in 17 languages and attracts more than 5.5 million visitors around the world annually. The consultants are responsible for the management of the platform, including guidance on building effective third party local partnerships, localisation, marketing /distribution and performance management. One of the objectives is to create new partnerships with content partners to bring the latest knowledge on gender integration, gender and entrepreneurship, gender relations and leadership, etc. www.smetoolkit.org



Photo: gemarketing.com



Photo: institutobrasilafrica.org

INFODEV-ENTREPRENEURSHIP AND INNOVATION: OUTCOMES AND LESSONS LEARNED. 2013

CAD participated in the infoDev's 'Creating Sustainable Businesses in the Knowledge Economy (CSBKE)' program, helping to increase the growth of small, innovative, technology businesses primarily in the ICT and agribusiness sectors. Through the support of innovation, technology and entrepreneurship, this program was designed to increase incomes, create and support jobs, improve gender inclusion and launch new products and services that will improve the quality of life of the citizens. Among other services, CAD analyzed Women Entrepreneurship in Mobile Innovation and Agribusiness areas.

IDB-IMPLEMENTATION OF A SUSTAINABLE BUSINESS MODEL FOR MICRO INSURANCES IN CENTRAL AMERICA. 2012-2013

The overall project objective was to reduce the vulnerability of micro entrepreneurs and the low income population of Central America. This was achieved by the design and implementation of a sustainable micro insurance model for REDCAMIF (the Microfinance Network of Central America and the Caribbean) in collaboration with insurance companies and MFIs that operate in the region. In this context, the key objective of the consultancy services was to design and implement a capacity building program for the staff of participating MFIs. This program was designed to provide them with the skills and knowledge required to effectively commercialize micro insurance and to implement financial education workshops for the clients.



Photo: jannalynnhagan.com



Photo: pixabay.com (Albert)



EUROPEAN COMMISSION AND THE GOVERNMENT OF GUATEMALA. PROGRAM ON PRODUCTIVE REINTEGRATION OF DEPORTED COMMUNITIES. 2003-2004

The project involved working on the development of the operative annual planning, budget preparations and monitoring. It also included the design of intervention strategies, with emphasis on capacity building, local government, peace agreement, Human Rights and gender monitoring. Finally, the responsibility of coordinating with governmental and non-governmental organizations and entities (United Nations Mission, Human Right, Ombudsman Institution, Presidency Secretary) was also required, as well as the development of proposals for women's participation in economic activity in order to reduce the gap between women and men in relation to their access and control of means of production (land property).

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Photo: flickr.com



FUTBOL CLUB BARCELONA. EQUALITY PLAN. 2013

The project consisted of preparing a gender profile for FC Barcelona. It included an analysis of gender-split data regarding relevant aspects of the club (company structure, staffing structure, job segregation, wage gap, etc.). The project resulted in the formulation of an Equality Plan that guaranteed equal opportunities to women and men and prevented work discrimination, in compliance with the Equality Act. In addition, support was provided for implementation of the process.

CCOO

TRAINING SESSIONS ON GENDER AND LABOR MARKETS FOR A SPANISH TRADE UNION 2009-2013

The training courses included:

- Equal Opportunities between women and men in the labor market
- Woman in the world of work: Equal opportunities
- Equal opportunities between women and men at territorial level
- Equality Plan for Enterprises

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Photo: reddyco.com

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Photo: borongaja.com



STRENGTHENING UNFPA PARTNERSHIP CAPACITIES FOR BETTER SEXUAL AND REPRODUCTIVE HEALTH IN TUNISIA 2012-2013

This project was part of the evaluation of the Tunisian Transition Strategy by the United Nations Population Fund (UNFPA), carried out in preparation for the next stage of UNFPA cooperation in Tunisia. The main objective was to strengthen the of UNFPA and its partners to develop and manage partnerships focused on improving universal access to sexual and reproductive health in Tunisia. It included a fundraising strategy, a strategy to build partnerships with the private sector and the development of an action plan.

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