GENDER EQUALITY &
WOMEN’S EMPOWERMENT

GlobalCAD Services & Experience

Photo: pixabay.com (Jan den Ouden)
GlobalCAD, 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.

GlobalCAD 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, GlobalCAD has the flexibility to immediately put in place a multidisciplinary project team to meet the needs of its partners and clients.

GlobalCAD offers research, training and consultancy services in the following technical areas:
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 UN Sustainable 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.

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 genders; 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, GlobalCAD 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.

GlobalCAD 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, GlobalCAD has created an inter-area gender working group to guarantee the integration of gender sensitivity into all of GlobalCAD’s projects. The working group also carries out internal capacity building to train all consultants on gender awareness.

“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.”
GlobalCAD is committed to make the gender aspect a cross cutting theme that penetrates all areas.
Women’s Empowerment Services

1. Organisational Strengthening and Capacity Building for Gender Mainstreaming

GlobalCAD provides advisory services and accompaniment to governments, companies and international organisations.

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.

GlobalCAD 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 acquisition. These trainings are adapted to the audience and can be provided both online and face-to-face.

Photo: pixabay.com (David Mark)
GlobalCAD’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, their plans to address the eradication of gender discrimination and to promote equal opportunities between women and men. They also have experience in working with women at risk of exclusion because of their socioeconomic 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.

GlobalCAD has experts from different backgrounds that have carried out research on 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. GlobalCAD provides gender approach studies and research, including country or sector profiles on specific gender issues.
Conventional gender-neutral monitoring and evaluation systems are often blind to gender differences in access and impact, which end up being male centered.

GlobalCAD develops gender-sensitive monitoring and evaluation systems, which include collecting and presenting data disaggregated by women and men. GlobalCAD 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, GlobalCAD 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 are also carried out.
PROJECTS
RELATED PROJECTS

1. ASSESSMENT OF COASTAL HAZARDS AND CLIMATE CHANGE ADAPTATION TECHNOLOGIES FOR THE COASTAL REGION OF WEST AFRICA AND CAMEROON USING THE COASTAL HAZARD WHEEL (2019)

Development of a standardized methodology at the regional level with the objective to collect, manage, share, compare and analyse data to support decision-making processes related to sustainable risk assessment and management and building the resilience capacity of the coastal regions of West Africa and Cameroon.

Photo: Adobe Stock

2. FINAL EVALUATION OF THE KNOWLEDGE GATEWAY ON WOMEN’S ECONOMIC EMPOWERMENT PROJECT (2016)

This final evaluation assessed the relevance, results and potential impact of the “Knowledge Gateway on Women’s Economic Empowerment” project publicly known as Empower Women. Specific objectives of the evaluation were: surface concrete results against project goals, outcomes, outputs and targets; identify lessons learned, good practices and innovations that could be scaled up or replicated; and identify the strategic, policy, programme and institutional factors that have led to these outcomes, among others.

Photo: Orbis UK via Visual hunt


GlobalCAD participated in InfoDev’s ‘Creating Sustainable Businesses in the Knowledge Economy (CSBKE)’ programme, helping increase the growth of small, innovative, technology businesses primarily in the ICT and agribusiness sectors. Through the support of innovation, technology and entrepreneurship, the 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, GlobalCAD analysed Women Entrepreneurship in Mobile Innovation and Agribusiness areas.

Photo: institutobrasilafrica.org
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 service 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.

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 the topics of microfinance, agricultural production and the environment, community development, gender issues and empowerment. Among other aspects, GlobalCAD 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 socioeconomic status.

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.