

# Australian Embassy Gender Stocktake



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# Gender Stocktake

- Objectives, methodology
- Desk review
- Programming in DFAT
  - Gender mainstreaming
  - Stand alone gender programming
- Other sections of DFAT
- Other sections of Embassy

# Desk review

- Women in decision making and leadership
- Economic empowerment
- Violence Against Women
- Health
- Education
- Land ownership
- Ethnic minority women
- LGBT
- HIV/AIDS
- Disability

# Gender mainstreaming findings

HRD best practice, illustrates sex disaggregation

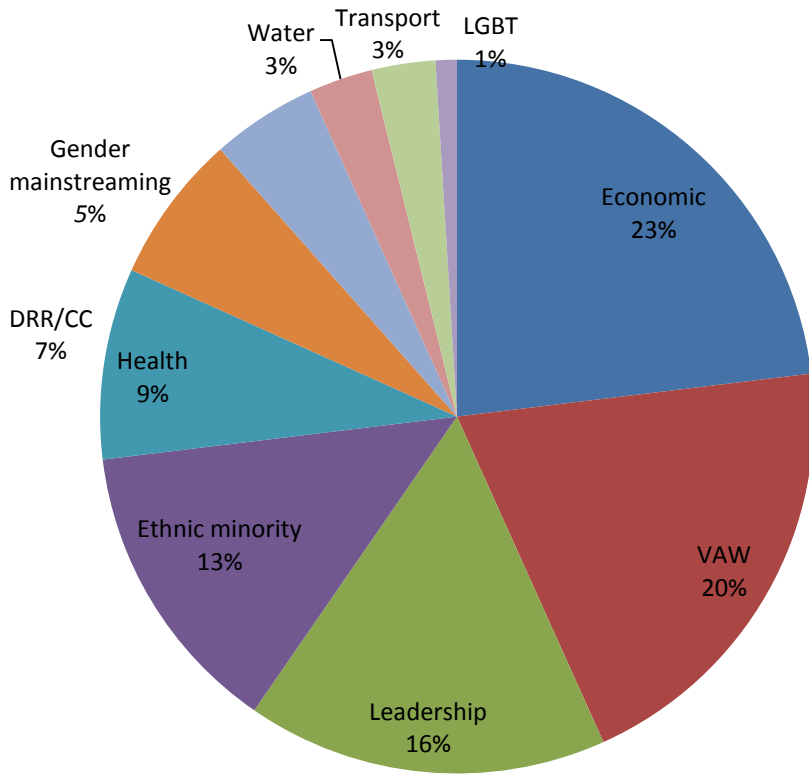
Gender	From 2010 round				Previous	Total
	Ethnic Minority Awards				Alumni	
	Alumni	Award	Conditional Awardees	Sub-Total		
Female	21	17	5	43	7	50
Male	10	12	5	27	4	31
<b>Total</b>	<b>31</b>	<b>29</b>	<b>10</b>	<b>70</b>	<b>11</b>	<b>81</b>

Gender	From 2010 round				Previous	Total
	People With Disabilities				Alumni	
	Alumni	Award	Conditional Awardees	Sub-Total		
Female	2	5	6	13		13
Male		4	1	5	2	7

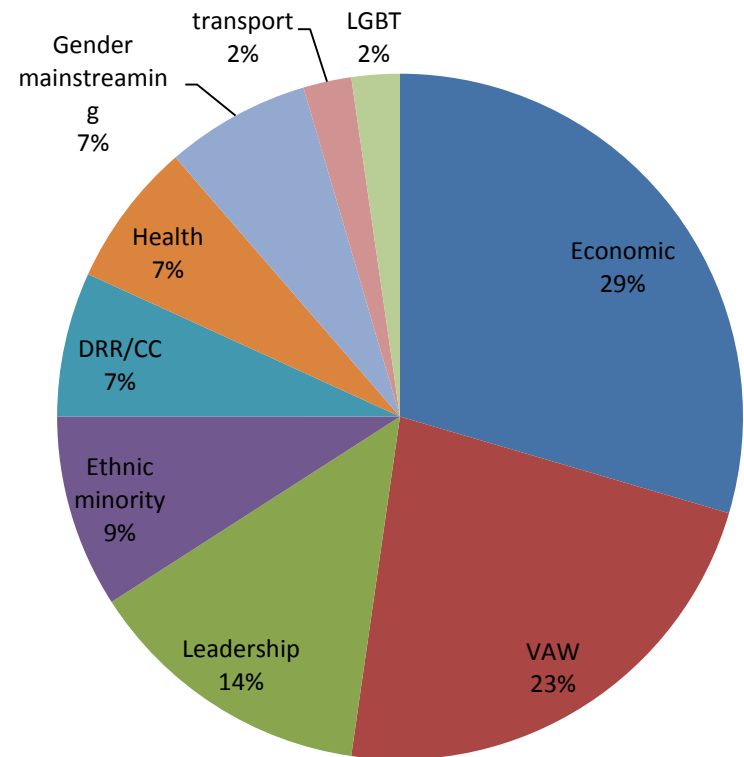
# Gender Stand-alone

## Number of initiatives

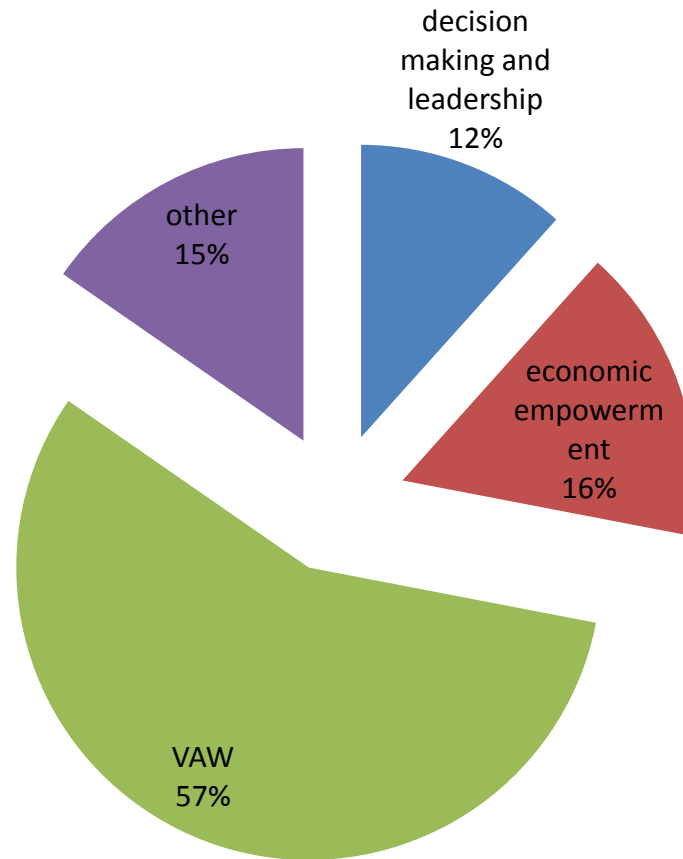
**Thematic areas of gender work  
2008-2015**



**Thematic areas of current gender  
activities**



# Financial support for current DFAT stand-alone programming



# Gender Stand-alone findings

- Programming activities and funding amounts fits into Canberra gender policy pillars
- VWU is the major partner

## **Recommendations:**

- Need to link between projects to maximise resources and prevent duplication
- Bi annual high level dialogue with VWU to develop partnership more strategically
- Annual dialogue with Women's Caucus from National Assembly

# GENDER UNINTENTIONAL



Lack of identification  
of gender inequalities,

gender analysis, or  
women's empowerment

Limitations on  
effectiveness

Unanticipated  
negative  
outcomes

# GENDER INTENTIONAL



Gender  
lens

Gender-responsive  
program intervention

Gender analysis  
Evaluations

Measurements  
of impact

Increasing program  
impact on sector  
and gender outcomes



Policy/Advocacy Issue	Sections of Embassy with related work
Domestic Violence including trafficking and sex ratio at birth	Political Diplomacy Human Rights Diplomacy Development Cooperation AFP, Immigration Public Affairs
Women in Leadership	HRD, Education Political Diplomacy, AFP, Defence Immigration, Public Affairs Development Cooperation
Gender and economic issues	Economic Diplomacy Austrade Development Cooperation Public Affairs
Ethnic Minority women's empowerment	Human Rights Diplomacy Development Cooperation
Human rights	Human rights Diplomacy Development Cooperation

# Framework

## Embassy Policy/advocacy/PD

- Statement
- Advocacy, policy, events, PD

## Gender mainstreaming

- Gender contact point system across Embassy
- Capacity development
- Accountability mechanisms/tools

## Focus areas

- Decision making leadership
- Economic empowerment
- Violence against women