USAID's WOMEN, PEACE, AND SECURITY

IMPLEMENTATION PLAN

2020

ACRONYMS

AAPSM	Administrator's Action Alliance for Preventing Sexual Misconduct
AFR	Africa Bureau
AU	African Union
BiH	Bosnia and Herzegovina
CPS	Bureau for Conflict Prevention and Stabilization
DCHA	Bureau of Democracy, Conflict, and Humanitarian Assistance
DDI	Bureau for Democracy, Development, and Innovation
BHA	Bureau for Humanitarian Assistance
PPL	Bureau of Policy, Planning, and Learning
CVE	Countering Violent Extremism
DAA	Deputy Assistant Administrator
E&E	Europe and Eurasia
GBV	Gender-Based Violence
LAC	Latin America and the Caribbean
ME	Middle East Bureau
MENA	Middle East and North Africa
MEL	Monitoring, Evaluation, and Learning
NSS	National Security Strategy
NPI	New Partnerships Initiative
OFDA	U.S. Office of Foreign Disaster Assistance
F	Office of Foreign Assistance Resources
OU	Operating Unit
PF	Policy Framework
PPR	Performance Plan and Report
PSEA	Preventing Sexual Exploitation and Abuse
SAR	Stabilization Assistance Review
UNSCR	United Nations Security Council Resolution
USAID	U.S. Agency for International Development
USG	U.S. Government
VEOs	Violent Extremist Organizations
W-GDP	Women's Global Development and Prosperity Initiative
WiP	Women in Power
WPS	Women, Peace, and Security

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PHOTO: ERICA FRENDACH/USAID

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▌INTRODUCTION

On June 11, 2019, President Trump signed the first-ever *United States Strategy on Women, Peace, and Security (WPS Strategy)*. The *WPS Strategy* responds to the ground-breaking Women, Peace, and Security Act of 2017, which established the United States as the first country in the world with a comprehensive law on WPS. The U.S. Government (USG) developed the *WPS Strategy* as a whole-of-government approach to advance women's meaningful participation in preventing and resolving conflict, countering violent extremism (CVE) and terrorism, and building post-conflict peace and stability. Building on the President's *National Security Strategy* (NSS) and its powerful recognition that "societies that empower women to participate fully in civic and economic life are more prosperous and peaceful," the *WPS Strategy* emphasizes the critical linkages between women's empowerment and global peace and security.

The *WPS Strategy* establishes a clear roadmap to support women's participation and leadership in preventing conflict and promoting stable, lasting peace around the world, including commitments to address the distinct challenges women and girls face in conflict- and disaster-affected areas. Under the *WPS Strategy,* the United States is working to advance three, mutually reinforcing objectives by 2023:

Women are more prepared and increasingly able to participate in efforts that promote stable and lasting peace.	**Women and girls are safer, better protected, and have equal access to government and private-assistance programs, including from the United States, international partners, and host nations.**	**The United States and partner governments have improved institutionalization and capacity to ensure WPS efforts are sustainable and long-lasting.**

PHOTO: USAID
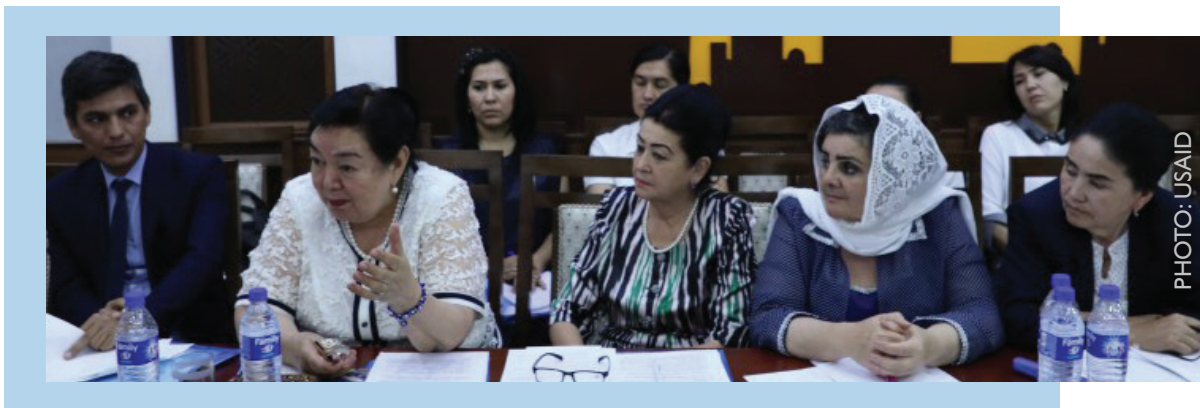
USAID recognizes that investing in women's leadership and empowerment is critical to break cycles of conflict and instability that threaten global security and support governments, civil society, and the private sector in partner countries on their own Journeys to Self-Reliance.

USAID developed this Implementation Plan to support the *WPS Strategy* through concrete, effective, and coordinated action across our development and humanitarian-assistance efforts. USAID's Implementation Plan describes the actions the Agency will take to expand and strengthen the integration of WPS objectives within our strategies, programs, and partnerships; to build staff and institutional capacity; to evaluate and learn from our efforts; and to hold ourselves accountable for results. In addition to complementary efforts such as the Women's Global Development and Prosperity Initiative (W-GDP), which aims to increase women's economic empowerment around the world, the *WPS Strategy* will contribute to increased security and prosperity for all.

USAID's APPROACH

In support of America's foreign policy, USAID leads international development and humanitarian efforts to save lives, reduce poverty, and foster prosperity, security, and stability worldwide. Building on the foreign policy and assistance goals established in the NSS and Department of State and USAID *Joint Strategic Plan* (FY 2018–2022), USAID's 2019 Policy Framework (PF) describes the Journey to Self-Reliance as the main vehicle to advance the Agency's mission of ending the need for foreign assistance. The PF recognizes that a strong focus on the empowerment of women and girls and helping countries overcome crisis, conflict, and fragility are key to supporting the people we assist in our partner nations on their Journeys to Self-Reliance. USAID will approach implementation of the *WPS Strategy* as an important tool to strengthen its development and humanitarian efforts to advance the Agency's overall mission.

SELF-RELIANCE

USAID's vision for a more free, more peaceful, and more prosperous world is built around the idea that the purpose of foreign assistance ultimately must be ending the need for it to exist. The Agency's business model emphasizes programs, initiatives, and investments that support human dignity and build on the innate desire of every community and country to shape its own future. USAID mobilizes all of its tools, both development and humanitarian, to protect U.S. security and advance American values and leadership, all while helping our partners on their Journeys to Self-Reliance. Self-reliance is the capacity to plan, finance, and implement solutions to local development challenges, as well as the commitment to see these through effectively, inclusively, and with accountability. (USAID Policy Framework: Ending the Need for Foreign Assistance, 2019)

USAID supports global programming designed to empower and protect women and girls in countries affected by crisis, conflict, violent extremism (VE), and natural disasters. In the last two years, USAID's WPS activities have supported 70,000 women who are participating in political and peace-building processes, and provided critical health care, psychosocial support, legal aid, and economic assistance to six million survivors of gender-based violence (GBV). Following passage of the WPS Act of 2017, USAID took steps to align its WPS work with this important legislation and other Administration priorities. For example, the Agency has invested more than $27 million in dedicated funding to catalyze the implementation of the WPS through field programs designed to empower and protect women and girls and help Missions incorporate WPS objectives within their programming through targeted training and technical assistance. USAID initiated new programming to address the needs of women and girls affected by VE and conflict, and to engage women in preventing radicalization in their communities. The Agency also continued to invest in innovative mechanisms that break down barriers to women's participation in peace processes, and build partner capacity to prevent and respond to GBV through survivor-centered approaches in countries recovering from conflict and disaster.

WOMEN, PEACE, AND SECURITY

2017 TO 2018	AGENCY-WIDE FUNDING TO DATE $200M	DEDICATED WPS FUNDING $27M

Through the interagency process to develop the *WPS Strategy* and examination of USAID's efforts to date, the Agency has identified the following key priorities and approaches for its implementation efforts:

Dedicated Funding and Reporting Mechanisms: Dedicated funding, such as the Agency's WPS Incentive Fund, is designed to finance activities that promote women's participation in peace and security processes, protection from violence, and addressing the needs of women and girls affected by VE. Through the Operational Plan and Key Issue process, USAID will track planned investments aligned with WPS objectives.[1] These data will support WPS program planning, help identify and address geographic and sectoral gaps, and inform reporting to key stakeholders.

Broad Consultations: To develop this plan, USAID hosted internal and external consultations that engaged the Agency's staff, implementing partners, and other civil-society and faith-based organizations. Participants had diverse expertise and experience in the areas of WPS, conflict-prevention, stabilization, humanitarian assistance, combating GBV, youth empowerment, children in adversity, CVE, and preventing sexual exploitation and abuse. USAID will build on these consultations through regular engagement with a range of staff and partners in Washington, D.C., and the field, including local women leaders and women's organizations, to shape WPS implementation and monitor progress.

CHILDREN IN ADVERSITY

The Advancing Protection and Care for Children in Adversity: A U.S. Government Strategy for International Assistance (2019–2023) is a whole-of-government commitment and approach to investing in the development, care, dignity, and safety of the world's most-vulnerable children and their families. An estimated 357 million children, or one in six, live in conflict zones. Of the 15 countries with the highest neonatal-mortality rate in the world, 11 have experienced recent humanitarian crises.[2] During conflict and humanitarian crises, children are particularly vulnerable. Not only are children at a much higher risk of experiencing violence during humanitarian crises, armed groups and security forces recruit and use an alarming number of children during armed conflict in various roles, which subjects the children to physical, psychological, and emotional harm. The *WPS Strategy* underscores the particular vulnerability of girls, including adolescents, to exploitation and abuse in times of crisis and recognizes the importance of addressing the needs of children in families and communities affected by conflict-related sexual violence. USAID will continue to develop synergies between work under the Children in Adversity and WPS Strategies, including protection programming that supports children's survival, resilience, and healing (e.g., community-based child-protection mechanisms, psychosocial support, and family tracing and reintegration).

Synergies with Key Policies, Strategies, and Initiatives: Strong collaboration between WPS and other relevant USG policy processes and initiatives will amplify the scale and scope of the *WPS Strategy*'s impact, and promote the efficient use of foreign-assistance resources to advance shared national-security priorities. USAID is pursuing opportunities to incorporate and advance WPS objectives through the Agency's relevant work on the Women's Global Development and Prosperity Initiative (W-GDP); CVE; children in adversity; women's political empowerment, preventing sexual exploitation and abuse (PSEA); youth, peace, and security; and the implementation of the Stabilization Assistance Review (SAR).

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[1] A Key Issue is a planning and reporting category tied to a specific foreign-assistance priority. Key issues are part of the annual reporting and operational planning processes of USAID and the Department of State.

[2] Bahgat, Karim, et al. "Children Affected by Armed Conflict, 1990–2016," PRIO Conflict Trends. 2018. See also UNICEF, WHO, The World Bank and UN Population Division, Levels and Trends of Child Mortality in 2006: Estimates developed by the Inter-agency Group for Child Mortality Estimation, New York, 2007.

Elevating WPS in USAID Transformation: Through a series of reforms designed to achieve greater development, foreign policy, and national-security outcomes, USAID is transforming its workforce, structure, programs, and processes. USAID will integrate WPS as a central consideration in policy engagement, planning, and programming. Strong collaboration on the WPS agenda across USAID's future Bureaus for Conflict Prevention and Stabilization (CPS), Humanitarian Assistance (BHA), and Democracy, Development, and Innovation (DDI) will ensure alignment with USAID's overall priorities related to women's empowerment and support a robust exchange of learning around WPS, GBV, W-GDP, and related programs.

> *We could help our partners by prioritizing programs that show measurable impact, incentivize reform, diversify our partner base, foster local capacity-building, and mobilize their own domestic resources.*
>
> - Former USAID Administrator Mark Green

Building New and Effective Partnerships: Successful implementation of the *WPS Strategy* requires robust, inclusive, and creative engagement with a wide range of partners, including new and underutilized partners, faith-based and community organizations, and the private sector. USAID is leveraging efforts such as the New Partnerships Initiative (NPI), which seeks to diversify USAID's partner base and provide more entry points for working with the Agency, to identify opportunities for effective partnerships that support women's participation, empowerment, and protection in countries affected by crisis and conflict.

PHOTO: KENDRA HELMER/USAID

NATIONAL LINES OF EFFORT AND AGENCY ACTIONS

USAID will implement the following actions to advance women's meaningful participation[3] in preventing and resolving conflict, CVE and terrorism, and building post-conflict peace and stability. Through robust implementation of this plan, USAID will contribute to the *WPS Strategy's* primary goal: an end state whereby women can meaningfully participate in preventing, mediating, and resolving conflict, and CVE in ways that promote stable and lasting peace. USAID's planned actions are organized around the four lines of effort in the *WPS Strategy*.[4] These actions reflect the intent and spirit of the first-ever USG interagency WPS metrics (Annex B), which will be used to measure progress on the *WPS Strategy* through an iterative process focused on utilizing best practices, lessons learned, and ongoing innovation within our activities to achieve lasting change.

Line of Effort 1
Participation
Seek and support the preparation and meaningful participation of women around the world in decision-making processes related to conflict and crises.

Planned Actions

Encourage the Inclusion of Women in Peace and Political Processes and Decision-Making: USAID senior leadership, in Washington, D.C., and in Missions, will elevate and advocate for WPS objectives through key internal and external engagements to raise awareness of the significance of women's participation and protection in peace and political processes and help mobilize action on the part of USAID Missions, foreign governments, multilateral institutions, civil society, and faith-based organizations. (Agency Senior Leadership)

Capacity Building and Technical Training that Encourages Women's Participation: USAID will expand and strengthen capacity-building and technical training programs to increase diverse groups of women's participation and leadership in conflict-prevention and early warning, peacebuilding, post-conflict transition, security-sector initiatives, and political processes. (Missions, Regional and Functional Bureaus, and Independent Offices)

Address Barriers that Prevent Women's Participation in Peace and Political Processes: USAID will expand and strengthen programming to address barriers associated with women's substantive participation in formal and informal peace processes and political transitions. USAID programming will build on innovative methods and lessons learned from previous programming such as rapid-response funding to address childcare and transportation costs; targeted training for women in leadership and negotiation skills; and support for women's organizations to build strategic coalitions and platforms for action. (Missions, Regional and Functional Bureaus, and Independent Offices)

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[3] USAID defines meaningful participation as women having access to, and influence over, decision-making on issues that affect them, their communities, and their countries.

[4] Several planned actions list the specific lead and contributing Operating Units that will be responsible for implementation; however, many planned actions will be implemented Agency-wide through relevant USAID Missions, country offices, and representatives in the field, in conjunction with support from regional Bureaus and functional Bureaus such as DCHA and E3. Actions appearing with the designation "All Relevant Operating Units" are those which relevant Missions, Bureaus, and Independent Offices will implement; DCHA and E3 will be responsible for the coordination of appropriate guidance, training, and technical assistance to support high-quality programming and activities. See the Regional Lens section for additional information about how specific actions and priorities will be

BURMA

USAID's WPS programming in Burma addressed common barriers to women's participation in the formal peace process through the creation of rapid-response fund mechanisms. These mechanisms provided women with childcare, transportation, training, and other resources needed to enable them to attend and influence the National Dialogue peace processes. In addition, the WPS program increased ethnic women's capacity to influence the agenda of peace dialogues, offer critical policy analysis during dialogues, and focus negotiation discussions on the impact of conflict on women across the country. This intervention increased women's participation in Burma's last formal peace process from 17 to 22 percent.

Consult with Local Women Leaders, Civil Society, Faith-based Organizations, and Academia: USAID will ensure frequent consultations with local women's organizations, including religious and ethnic minorities, women with disabilities, and other marginalized groups, in countries affected by crisis and conflict in an effort to incorporate their diverse perspectives into USAID's peace, security, and broader development programming. Consultations will be institutionalized around celebrations of annual international and national gender events such as the 16 Days of Activism against GBV, and, most important, contribute to lessons-learned around the respective anniversaries of United Nations Security Council Resolution (UNSCR) 1325 and the *WPS Strategy.* (Missions, Regional and Functional Bureaus, and Independent Offices)

Integrate Women and Girls' Perspectives into USAID CVE Policies and Programs: USAID will continue to implement the joint Department of State and USAID Strategy to Support Women and Girls at Risk from Violent Extremism and Conflict, with a focus on programming that effectively addresses the needs of women and girls affected by VE and constructively engages women in preventing radicalization in their communities. USAID's CVE Sector Council will support the incorporation of core WPS objectives within the Agency's CVE policies and programs. (CVE Sector Council with Missions, Regional and Functional Bureaus, and Independent Offices)

Line of Effort 2
Rights, Access, and Protection
Promote the protection of women and girls' human rights; access to humanitarian assistance; and safety from violence, abuse, and exploitation around the world.

HUMANITARIAN ASSISTANCE

The Bureau for Democracy, Conflict, and Humanitarian Assistance's (DCHA) Office of U.S. Foreign Disaster Assistance (OFDA) supports activities in the Republic of Yemen that provide critical support to survivors of GBV and other women and girls at risk of abuse, violence, exploitation, or other forms of discrimination. In Yemen, it is particularly difficult to provide programming for women and girls and GBV survivors. However, by implementing a unique program design, our partners can serve GBV survivors and others at risk of violence through women- and girl-focused community centers. Women, girls, and other vulnerable populations within the community now have access to case-management services, individual psychosocial support, legal services, and referrals for specialized medical care. Life skills, women's empowerment, and livelihoods activities are also available to enhance the survivors' self-reliance and reintegration within their communities. DCHA/OFDA is strengthening coordination among organizations that provide similar services by establishing and defining standard referral pathways to improve access to assistance and support for GBV-affected women and girls and their families.

Planned Actions

Preventing Sexual Exploitation and Abuse (PSEA): USAID strictly prohibits sexual misconduct, including harassment, exploitation, and abuse of any kind among staff, implementing partners, and program beneficiaries. The Agency will continue to strengthen efforts to protect beneficiaries of USAID assistance and advance human dignity through robust action to prevent sexual exploitation and abuse, including implementation of the forthcoming USAID PSEA Policy. (Administrator's Action Alliance for Preventing Sexual Misconduct [AAPSM] with Missions, Regional and Functional Bureaus, and Independent Offices)

Addressing GBV in Humanitarian Emergencies: Conflict and natural disasters exacerbate the vulnerability of individuals to GBV, particularly women and girls, who are also frequently excluded from life-saving care and under-represented in relief and recovery planning in their communities; it is critical to ensure that these issues are an integral part of disaster-response strategies and programming. USAID will continue to prioritize life-saving activities to prevent and respond to GBV activities in its humanitarian-assistance programs through interventions such as psychosocial support, case-management, safety planning, women and girls' safe spaces, and health care for GBV survivors and those most at risk of GBV. USAID will also fund humanitarian-assistance activities designed to meet the needs of women and girls and to support their meaningful participation in decision-making related to relief and recovery. (DCHA)

Reducing the Harmful Effects of GBV and Increasing Support for Survivors Affected by Crisis and Conflict: USAID will work to mitigate the harmful effects of GBV in countries affected by crisis, conflict, and fragility through multi-sectoral support for survivors such as health care, mental health, psychosocial and economic support, and shelter and legal services. USAID's efforts will prioritize prevention through activities designed to enhance justice and accountability for GBV, including conflict-related sexual violence, trafficking, and other forms of abuse. USAID will also support local actors who work to address underlying inequality and harmful attitudes and practices that contribute to GBV. (Missions, Regional and Functional Bureaus, and Independent Offices)

NIGERIA

In Northeast Nigeria, USAID is working to strengthen women and girls' resilience to security threats by enhancing their roles in their communities to promote peace. USAID is working with community-based organizations, government agencies, traditional and religious leaders, and local women leaders to promote platforms and build coalitions that bring women together for dialogue, engagement, advocacy, and experience sharing to enhance women and girls' opportunities for safer, more productive lives.

PHOTO: MONIEDAFE PHOTOS/CREATIVE ASSOCIATES

Combating Violence Against Women in Politics: USAID's Women in Power (WiP) project reported on critical lessons learned in the Agency's women's political-empowerment programming, highlighting violence against women in politics as a significant barrier to women's participation and an impediment to inclusive democratic processes. USAID will fund activities to prevent and address violence, harassment, and intimidation that targets women in politics, including as candidates for office, elected officials, and voters. (DCHA, the Bureau for Economic Growth, Education, and Environment [E3], Missions and Regional and Functional Bureaus, and Independent Offices)

Line of Effort 3
Internal U.S. Capabilities
Adjust U.S. international programs to improve outcomes in equality for, and the empowerment of, women.

The *WPS Strategy* and USAID's WPS Implementation Plan are supported by the Agency's Program Cycle and broader architecture for effectively advancing gender equality and women's empowerment, and inclusive development.

Planned Actions

Senior Leadership: USAID will continue to ensure that at least one senior official is designated to coordinate implementation of the *WPS Strategy*, support high-level USAID engagement on WPS-related issues in USG interagency processes and external fora, and promote accountability across the Agency. Currently, two senior officials at the level of Deputy Assistant Administrator (DAA) co-lead USAID's implementation of the *WPS Strategy*. The Administrator has encouraged senior leadership who are serving at USAID's Missions overseas to support high-level engagement on WPS issues within the country and the Mission. (DCHA and E3 with support from Missions)

Agency-wide Coordination: USAID will maintain an Agency-wide WPS Working Group (WPS Core Team) with designated points-of-contact in relevant Regional and Functional Bureaus and Independent Offices with responsibilities for implementation of the *WPS Strategy*. The WPS Core Team will coordinate USAID's overall implementation of the *WPS Strategy*; support Missions with training, tools, and technical assistance to integrate WPS objectives in their assistance portfolios; and serve as a community of practice to facilitate the dissemination of learning and best practices on WPS within and outside of the Agency.[5] (DCHA with Regional and Functional Bureaus, and Independent Offices)

Enhanced Staff and Mission Capacity: USAID will equip staff with the knowledge and skills to integrate WPS objectives throughout the Agency's work on conflict-prevention and stabilization; humanitarian assistance; and building resilience to crisis, conflict, and fragility. In the next two years, USAID will establish a recommended gender- and WPS-related training plan for staff who are working on issues of conflict, crisis, and transition; update USAID's targeted WPS training and expand the cadre of trainers on WPS by 50 percent; ensure that 100 percent of DCHA officers with program-related responsibilities have completed the Agency's basic gender training (e.g., Gender 101); and train at least 300 Agency staff in specialized courses that incorporate WPS objectives (e.g., Conflict-Sensitive Aid). (DCHA with E3/Gender Equality and Women's Empowerment [GENDEV] and Regional Bureaus)

Integration in Strategies and Programs: USAID will leverage multiple entry points in the USAID Program Cycle to integrate WPS objectives and activities in USAID strategies and programs, including the statutory requirement of the Women's Economic Empowerment and Entrepreneurship Act for all gender analysis to inform USAID country strategies, projects, and activities. Additionally, USAID will review and strengthen WPS integration in USAID's centrally managed funding streams for conflict prevention and stabilization (e.g., Reconciliation Fund). Embedding our WPS approach in our Agency business model will ensure that USAID's efforts are systematic, sustainable, and resourced as part of our overall development and humanitarian-assistance mission. (DCHA, the Bureau for Policy, Planning, and Learning [PPL], Regional and Functional Bureaus, and Independent Offices)

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[5] A strong core team structure is especially important for maintaining high levels of coordination on the WPS agenda and will continue to exist under the USAID Transformation.

Resourcing Implementation: DCHA will work with the Office of Budget and Resource Management (BRM) and the U.S. Department of State's Office of U.S. Foreign Assistance Resources (F) through established processes to meet the operational and programming requirements of WPS implementation throughout the budgeting process. Using the WPS Key Issue, USAID and the State Department can track funds to ensure alignment with WPS objectives. (BRM, DCHA, and all relevant Regional and Functional Bureaus, and Independent Offices)

Line of Effort 4
Partner Capacity and Commitment
Encourage partner governments to adopt policies, plans, and capacity to improve the meaningful participation of women in processes connected to peace and security and decision-making institutions.

Planned Actions

Engage Diverse Stakeholders: USAID will increase the engagement of the Agency's senior leadership and formal partnerships on WPS to mobilize political will and action from a diverse set of stakeholders including host governments, international and faith-based organizations, and non-governmental actors. The Agency will foster a collaborative environment that encourages frequent consultations with internal and external partners regarding the implementation of the *WPS Strategy.* (Mission, Regional and Functional Bureaus, and Independent Offices)

Support Partner Nations' Legal and Policy Frameworks on WPS: Partner nations' legal and policy frameworks are critical to building supportive environments for women and girls' meaningful participation in decision-making processes. The Agency will support activities to increase the capacity and commitment of governments, civil society, and the private sector in partner countries to advance WPS objectives, including the development and implementation of National Action Plans on WPS or related strategies. (PPL, Missions, and Regional and Functional Bureaus, and Independent Offices)

Strengthen or Develop Partner Nations' Transitional Justice Mechanisms: USAID will increase host-governments' capacity to strengthen or develop their transitional justice and accountability mechanisms, ensuring that such mechanisms are inclusive of the experiences of women and girls. The Agency will continue to fund activities that strengthen national frameworks that aim to end impunity for crimes against women and girls. (DCHA, Missions, and Regional and Functional Bureaus, and Independent Offices)

Support Multilateral and Bilateral Partnerships on WPS: USAID will continue to support global policy commitments such as the WPS Focal Point Network Group, a cross-regional body that exchanges best practices on WPS and improves the coordination of donor assistance. For example, the USG's recent G-7 WPS Partnership Initiative with the Government of the Republic of Colombia will further the goals of the WPS agenda, through the development of the country's first National Action Plan (NAP) on WPS, as part of a broader U.S.-Colombian partnership on these issues. (Missions, Regional and Functional Bureaus, and Independent Offices)

THE REGIONAL LENS

USAID funds programs in countries that are tackling a wide range of peace and security issues from active conflict, to post-conflict reconstruction, to criminal activities that threaten citizen security and undermine the rule of law. Given the diversity across regions, WPS implementation requires careful analysis, tailored approaches, and consistent adherence to requirements for evaluation and reporting. USAID Mi report on activities that align with the *WPS Strategy's* object annual Performance Plan and Report (PPR). This section brief overview of some of the WPS issues that confront th regions where USAID works and select examples of how t will implement the *WPS Strategy* in each of these regions.
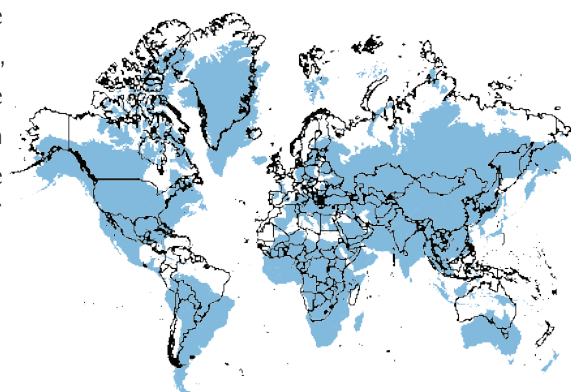
AFRICA

Many challenges for women and girls persist in the Africa region, including economic and political disenfranchisement, GBV, low levels of representation in public decision-making, and poor access to justice and economic security required to retain legal assistance. To those challenges, USAID and partners promote women's empowerment and the protection of women and girls in conflict and crisis situations across sub-Saharan Africa. The Bureaus and Missions will continue to integrate issues that affect women and girls in research, programming, strategic dialogues, and capacity-building initiatives related to trafficking in persons.

The Bureau for Africa (AFR) is committed to increasing the protection and agency of women and girls across the continent, particularly in sub-Saharan Africa, to achieve long-term stability and prosperity for all. The Bureau's strategic priorities include funding activities that address the role and influence of women in CVE; violence against women; the role of women in elections; xenophobia and ethnic tension; women's access to justice and the rule of law; as well as emerging threats and shocks, such as natural disasters, infectious diseases, and climate and resource-related conflicts. In the Republic of Côte d'Ivoire, USAID's partners are preventing VE through community-resilience activities for women and girls in border areas, including negative spill-over related to instability and violence in Burkina Faso and Mali. Activities prevent and counter the imminent spread of VE in the northern border areas of Côte d'Ivoire, as well as in the major metropolitan and transit cities.
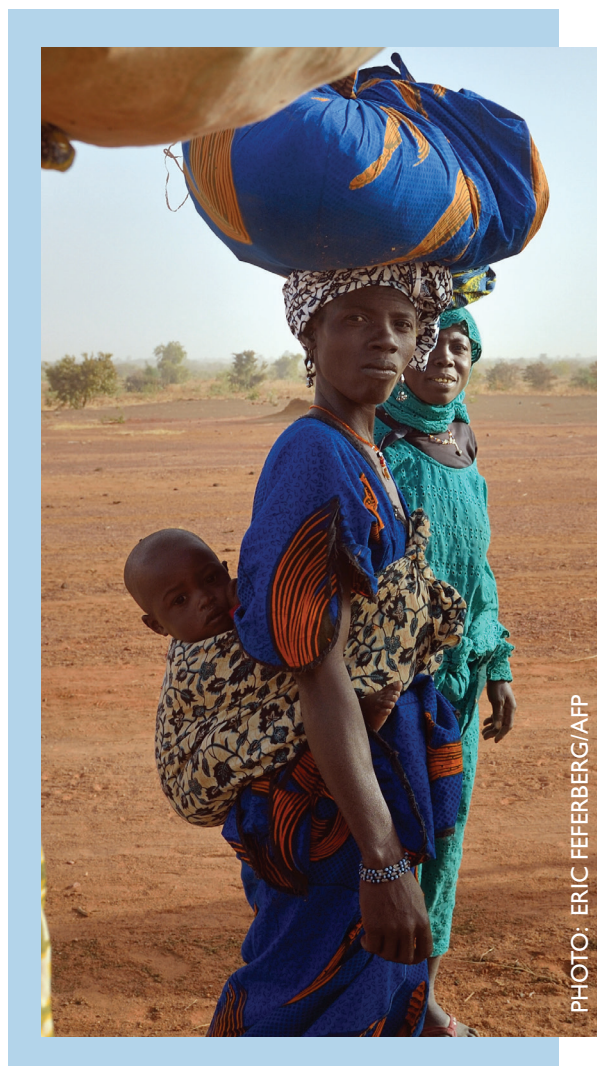
PHOTO: ERIC FEFERBERG/AFP

Given the significance and prevalence of WPS issues across Africa, USAID will continue to prioritize working with regional organizations as a critical approach to support positive change for women and girls in peacebuilding and political processes. Under the leadership of the Special Envoy for WPS of the African Union (AU) , and in partnership with USAID, the AU Commission established a Continental Results Framework for WPS Activities to fortify its capacity to track and catalyze the implementation by AU Member States of international

instruments that protect women's rights and promote their meaningful participation in peace processes. Through USAID's funding to the AU Commission, this initiative has contributed to increasing the number of countries with NAPs on WPS from 17 to 25 since 2014.

ASIA

Asia is a highly diverse region in its peoples, cultures, landscapes, political systems, and economic regimes. Conflict and violence affect every country in Asia[6] with several countries and sub-regions emerging from or experiencing internal conflicts, such as in Nepal, Sri Lanka, Burma, and the Philippines. Recognizing that women's participation in preventing and resolving conflict can affect outcomes positively before, during, and after conflict, the Agency aims to support women's inclusion in peace processes and political transitions in countries including Burma, the Federal Democratic Republic of Nepal, and the Republic of the Philippines.

The Bureau for Asia and Missions/Operating Units are committed to integrating WPS objectives into our partnerships, including with host governments and civil-society and faith-based organizations to ensure long-term gains. During implementation of the *WPS Strategy*, the Bureau seeks new opportunities in the region to increase the capacity of host governments' abilities to implement, review, and revise their own NAPS on WPS. Efforts will also work to build governments' capacity around WPS, including through the development of systems to increase accountability and incorporation of women's security in legislative processes.

USAID is committed to strengthening women's leadership, meaningful participation, and resilience in conflict-affected areas across the Asia-Pacific. These efforts will ensure the Bureau's support to women leaders to engage actively in governance processes, peace negotiations, and reconstruction efforts. For example, our Mission in Burma supports women's participation in the country's peace process at a critical juncture of political and economic transition after almost 70 years of armed conflict. The country is negotiating with ethnic armed groups to reduce ethnic conflict and is prioritizing the inclusion of women in its political, social, and economic future.

PHOTO: USAID/OTI SRI LANKA

The Bureau for Asia's efforts will address GBV, one of the deadliest forms of violence in Asia, and one often overlooked by governments and policymakers.[7] South Asia has the highest rates of child marriage in the world: 45 percent of women aged 20–24 report having married before the age of 18.[8] Recognizing the urgency of addressing GBV across the Asia Pacific, the Bureau will emphasize prevention, service delivery, access to legal aid, and training of providers. After a decade-long conflict, the Women's Peace Building Initiative supported women's civil society organizations in the Autonomous Region of Bougainville, Papua New Guinea, to address high rates of GBV through community-based mental health care.

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[6] https://asiafoundation.org/wp-content/uploads/2017/10/The_State_of_Conflict_and_Violence_in_Asia-12.29.17.pdf
[7] https://asiafoundation.org/2018/03/14/four-things-know-gender-based-violence-asia/
[8] https://www.unicef.org/rosa/what-we-do/child-protection/child-marriage

INDONESIA | CVE

In the Republic of Indonesia, with WPS Incentive Funds, the Mission is exploring how Violent Extremist Organizations (VEOs) are employing different recruitment strategies for women migrant workers, students, housewives, and women whose unmarried status is a source of shame for families. For example, VEOs are attempting to recruit women by providing them with ways to fulfill their socially-defined gender roles, whether arranging a marriage or offering them support with childcare. Understanding these gender roles has helped the Mission pinpoint effective strategies to block recruitment pathways.

The Bureau for Asia and Missions/Operating Units will work to increase the Agency's knowledge base around women's roles in VE. The Bureau's report on The Role of Women in Violent Extremism in Asia, emphasized the need for the Agency to continue programming focused on the complex dynamics of women's diverse roles in VE; the overlapping identity factors that affect participation in VE; the safety and protection of women and girls; and the need to include more robust integration of gender equality and women's empowerment into our VE work.

PHOTO: ERALD LAMJA FOR USAID/ALBANIA

EUROPE & EURASIA

In the Europe and Eurasia (E&E) region, U.S. assistance focuses broadly on consolidating the gains made since the end of conflicts in the 1990s and on strengthening the ability of governments and civil society to respond to new or persistent threats to stability, such as malign Kremlin influence, through a range of efforts to bolster democratic institutions; strengthen the rule of law; encourage ethnic and religious tolerance among different communities; promote economic development; and respond to issues of mutual national concern, such as trafficking in persons and violent extremism.

USAID Missions in the E&E region will promote the inclusion of women in decision-making processes at various levels of government and societal interventions and higher participation in the labor market with a goal of achieving greater economic gender parity. All countries in the region can articulate the importance of women's equality within its legal frameworks; however, the implementation of legislation that protects women's inalienable rights is often uneven and insufficient. Greater economic independence and civic engagement will make an important contribution to broader democratic and economic development of the partner countries and help mitigate ongoing and future conflicts in the region. The E&E region has a relatively high number of civil society organizations that promote women's empowerment issues in different sectors, and an increasing number of these have developed stronger and more effective collaboration with various government institutions.

The Bureau for E&E is committed to strengthening women's participation in peacebuilding and reconciliation processes. For example, in Bosnia and Herzegovina (BiH), women's empowerment is an integral part of promoting ethnic reconciliation. Mission activities are engaging local women's organizations to play a substantive role in peace-building and reconciliation processes by strengthening their cooperation within political, media, civil-society and faith-based organizations. Through a partnership with the BiH Agency for Gender Equality, USAID is strengthening the capacity of host-government institutions to address incidences of GBV effectively; this programming increases the government's capacity to provide safe spaces and psycho social support to survivors of GBV and domestic violence.

KOSOVO | PROMOTING WOMEN'S PARTICIPATION IN POLITICAL PROCESSES

In Kosovo, activities will promote the participation of all citizens, including women, in the political system by increasing opportunities for women to participate and assume leadership roles in political parties. At the national level, USAID will expand support to women in political parties in part to increase their capacities on accountability issues. At the local level, USAID will focus on issues of local governance, including through engaging with women of all ethnic backgrounds to build their leadership skills and become more vocal in decision-making processes, particularly around the delivery of municipal services.

AFGHANISTAN AND PAKISTAN

This is a critical time to focus on women's full participation and protection in the Islamic Republics of Afghanistan and Pakistan. As peace negotiations in Afghanistan continue, support and vigilance will be required to ensure the protection of women and girls and their involvement in civil society and the Afghan peace process. In Pakistan, high-profile honor crimes against women have challenged the implementation of existing national laws on violence against women. In both countries, prolonged conflict and violent extremism touches the lives of both men and women across society. In Afghanistan and Pakistan, women's rights issues are closely tied to socio-economic, cultural, and political issues. Supporting the meaningful participation and protection of women will spur more sustainable and inclusive economic growth and social progress. Over the next three years, USAID Missions in Afghanistan and Pakistan will implement the *WPS Strategy* with critical attention to the following:

PHOTO: CHARLES DRILLING/USAID/OTI

Addressing the needs of women and girls affected by conflict and violent extremism. In both countries, USAID funds programs that empower women to build peace and address drivers of violent extremism in communities that are transitioning out of conflict. For example, our Mission in Pakistan will continue to integrate women and girls into its CVE programs, namely the Community Resilience Activity and the Mission's partnership with the United States Institute of Peace. It will also focus on the empowerment of women through economic integration and reducing the risks to GBV.

In Afghanistan, the Mission is committed to integrating WPS through its cross-sectoral activities, such as promoting access to education, increasing the number of women with access to jobs in government, and building the capacity of women-owned businesses. The Mission's PROMOTE program supports WPS objectives by increasing the capacity and confidence of women to participate fully in society and become future leaders in the public and private sectors.

PROMOTE: *MUSHARIKAT*

Our Mission in Afghanistan, via the PROMOTE project, is building a cadre of 5,000 activists and 300 civil society organizations from all 34 Provinces to more effectively advocate for, and advance, women's equality and empowerment, including preventing violence against women, boosting women's political participation, and strengthening women's role in the peace process. *Musharikat* means "partnership" or "participation" in Dari and Pashto.

Increasing women's capacity to participate meaningfully in reconciliation and peacebuilding activities. In Afghanistan, programs are engaging women in reconciliation and peacebuilding activities, as well as community dispute-resolution efforts. Through the PROMOTE: *Musharikat* activity and trainings by the United States Institute of Peace, USAID supports national women's peace summits, conducts advocacy-based persuasion training, amplifies the development of a women's agenda, and trains women negotiators in advance of possible intra-Afghan dialogues. The Afghanistan and Pakistan Missions programs emphasize empowering civil-society, faith-based, and non-governmental organizations to organize against violence in their communities to promote a stable and equitable region.

LATIN AMERICA AND THE CARIBBEAN

Despite positive development trends in Latin America and the Caribbean (LAC), dramatic increases in crime and violence, as well as slow recoveries from natural disasters, pose concerns for citizens' well-being, economic growth, and sustainable democracy. The latest country-level gender analysis demonstrates advances in health and education for women and girls. Despite progress, inequalities still persist, particularly for marginalized and minority women in areas of political participation and economic security. Citizen security remains one of the most pressing issues in the region. While it affects the entire community, it affects men and women very differently. A lack of economic opportunities, as well as dominant social norms around male identity and machismo, drive young men to engage in crime, violence, and other risky behaviors. Acts of GBV, particularly in the home, damages the fabric of the community. When girls and boys are exposed to violence in the home, they are at higher risk of becoming victims or perpetrators of violence themselves. The cycle of insecurity, violence, and crime affects WPS objectives through a rise in teenage pregnancies, GBV, increased poverty, and insecurity for women-led households.

PHOTO: USAID/OTI HONDURAS

The Bureau for LAC is committed to integrating the objectives of the *WPS Strategy* by promoting women's leadership in political processes, community violence-prevention, and peace-building efforts. Programs will place equal emphasis on engaging men and boys in addressing GBV to ensure the programs' effectiveness and sustainability. USAID Missions will identify and pursue opportunities for important partnerships with men and boys, engaging them as champions for equality and as partners to address the root causes of inequality between women and men in the region.

The Bureau for LAC is committed to incorporating gender into broader approaches to addressing the region's insecurity challenges by refining and adapting innovative approaches that have proven successful. For example, USAID/Colombia's Reintegration and Prevention of Recruitment (RPR) activity strengthens the skills of women leaders to complement community reintegration approaches, to allow them to support local reintegration, peace-building, and reconciliation efforts. Through public-private partnerships, RPR will consolidate lessons learned from prior job-training initiatives that promote labor-market inclusion for women undergoing reintegration. Additionally, RPR will continue to support the Government of Colombia and women's organizations as a means to generate safe environments that prevent the recruitment of women and girls.

HAÏTI | INCREASING WOMEN'S PARTICIPATION IN POLITICAL PROCESSES AND PUBLIC LIFE.

In the Republic of Haïti, the Agency promotes the implementation of the Government's 30-percent quota for women's participation in public life, including in Parliament and local governments. Mission activities support the implementation of the country's National Gender and Elections Strategy developed by the Provisional Electoral Council. Moreover, civil society organizations, such as the Haïtian Women Judges' Association, are important partners in working toward gender integration in justice-sector reforms that advocate for the rights of all citizens.

MIDDLE EAST AND NORTH AFRICA

The Middle East and North Africa (MENA) region continues to experience violence and instability since the outbreak of multiple uprisings in the Arab world. The 2011 conflict in Syria was followed by subsequent outbreaks of conflict in Libya, Yemen, and Iraq, where violence still continues. Research in the region shows that political instability and armed violence increases the vulnerability of women, who, in times of conflict and displacement, disproportionately suffer the disruption of livelihoods and access to resources, essential social services, and health care. As the struggle for control of power and resources in the region grows, there has been a rise of VEOs whose modus operandi is to spread instability, fear, and violence that affect neighboring conflicts in Syria and Iraq. Such organizations use GBV as a military tactic to destabilize the community and terrorize women and their families.

The Bureau for Middle East (ME) is committed to funding efforts to reverse negative trends and seize new partnerships for women's participation and empowerment. The Bureau and its Missions are building strong partnerships with a range of actors to advance WPS objectives through collaboration with the private sector, civil-society and women's organizations, faith-based and human-rights groups, prominent women leaders, other donors, and host-government officials.

LIBYA

The Agency funds women-led organizations in Benghazi and Tripoli to implement workshops that educate women on the role of civil society in democracy and constitutional development processes, to promote unity in campaigns, reconciliation, disarmament, and reintegration of combatants.

PHOTO: USAID/OTI LIBYA

The Bureau for ME is committed to supporting the establishment of robust democratic processes that are inclusive of women and minorities in an effort to advance lasting freedom and development in the region. For example, the Agency is working with Syrian democratic actors, in particular women, youth, and minorities, to play an active role in governance and peace-building efforts. With women's increased participation, we believe that citizens' needs will be better served, the opposition's credibility will increase, pressure for a negotiated political settlement will grow, and extremism will be effectively countered.

The Bureau for ME is committed to funding local women's organizations on democratic processes and increasing a comprehensive suite of services to survivors of torture and GBV. Our Mission in the Republic of Iraq supports conflict-affected communities, including religious and ethnic minorities, through a multi-pronged approach that includes immediate stabilization activities such as the restoration of basic services of water and electricity; the provision of a comprehensive suite support to survivors of torture and GBV; and increased livelihood opportunities through new partnerships.

MONITORING, EVALUATION, AND LEARNING

USAID is committed to robust efforts in Monitoring, Evaluation, and Learning (MEL) to support the full implementation of the WPS Strategy and the effective stewardship of taxpayer resources. Demonstrating measurable results, reassessing, and adjusting under-performing programming, and harnessing learning to inform future planning are integral to USAID's approach to development and humanitarian assistance. The Agency will apply these approaches rigorously to its implementation of WPS, with a particular focus on adaptive management to achieve impact in all contexts, but especially in challenging, rapidly evolving crisis and conflict situations where USAID implements its WPS activities.

For the first time, the USG will use a set of integrated WPS metrics developed by the USG interagency to measure progress on achieving the *WPS Strategy*'s ambitious goals by 2023 (Annex A). Over the following year, USAID will work with other USG Departments and Agencies to define, refine, and establish collection methodologies for these metrics as needed through data-driven approaches and consultation with key stakeholders, including the governments and civil society in partner countries and organizations with expertise in WPS-related monitoring and evaluation. Under the interagency framework, USAID will contribute to outcomes under all four of the *WPS Strategy*'s lines of effort.

USAID reporting will build on the existing set of foreign-assistance indicators, including the suite of cross-cutting gender indicators that address gender equality and women's empowerment, GBV, and WPS. USAID's Operating Units are required to adopt and report on all cross-cutting gender indicators applicable to their programming, and the WPS Core Team will work in conjunction with PPL and E3/GenDev to support the broad adoption and effective use of these indicators to measure WPS-related outcomes. In addition to standard indicators, Operating Units may use custom indicators tailored to the specific objectives and results in their strategies and programs. To streamline reporting requirements and ensure WPS priorities are a consistent part of USAID's programming cycle, reporting on WPS will be part of, to the extent possible, into USAID's regular, annual planning and reporting systems. Information from these sources will provide data for required reporting on the status of USAID's implementation of the *WPS Strategy* to the National Security Council, Congress, and the public.

As part of MEL efforts on WPS, USAID will continue to invest in developing and applying methods to measure progress against core WPS objectives and action-oriented research on emerging areas of practice. USAID will pursue a WPS Learning Agenda that reflects the Agency's focus on the Journey to Self-Reliance and strong integration with the Agency's core MEL efforts for crisis, conflict, and stabilization to facilitate utilization by the key staff working on these problem sets. For example, USAID is applying Complexity-Aware Monitoring and Evaluation to pilot programs focused on women's engagement in CVE and supporting research on key factors that improve the resilience of women, children, and families to conflict-related sexual violence. Importantly, the Agency will explore opportunities for cross-learning with the W-GDP Initiative, such as examination of effective interventions to support women's economic recovery in crisis and conflict settings. As part of these learning efforts, USAID will strive to establish approaches that help the Agency and USG increasingly move beyond outputs (e.g., number of women trained) to measure critical outcomes (e.g., influence of women in peacebuilding and political-transition processes).

USAID is committed to the work ahead and to continued collaboration with our counterparts in other USG Departments and Agencies, host governments, civil-society, faith-based organizations, the private sector, and other partners—especially women and girls in countries affected by crisis and conflict—to make progress on this important agenda.

▎WOMEN, PEACE, AND SECURITY INTERAGENCY METRICS

(A.1) Milestone: The National Security Council staff (NSC) will coordinate at least three senior-level department and agency meetings a year to discuss progress and revisit metrics related to the *WPS Strategy*. One of these meetings will include a cross-over discussion with W-GDP. (Reporting organization: NSC)

(A.2) Milestone: Departments and agencies will coordinate two public consultations with U.S.-based civil society organizations a year. (Reporting departments or agencies: State, USAID, DOD, and DHS)

(A.3) Milestone: Departments and agencies will collectively compile an annual review of the U.S. implementation of *WPS Strategy* objectives, including the preparation of a public report.(Reporting department or agencies: State, USAID, DOD, and DHS)

Line of Effort 1: Seek and support the preparation and meaningful participation of women around the world in decision-making processes related to conflicts and crises.

(1.1) Metric: Number of engagements by key USG leaders focused on increasing women's meaningful participation and leadership. (Reporting departments or agencies: State, USAID, DOD, DHS)

(1.2) Metric: Number of local women who participate in substantive roles or positions influencing peace efforts, both formal and informal, in which the United States is involved. (Reporting departments or agencies: State, and USAID)

(1.3) Metric: Number of women who participate in U.S.-funded training for foreign nationals. (Reporting departments or agencies: State, USAID, DOD, and DHS)

Line of Effort 2: Promote the protection of women and girls' human rights; access to humanitarian assistance; and safety from violence, abuse, and exploitation around the world.

(2.1) Metric: The USG will review, revise, and adopt safeguarding standards that guide the conduct of implementers' of USG-funded programs. (Reporting department or agency: State, USAID, DOD, DHS)

(2.2) Metric: Number of USG key leader engagements focused on women's safety and prevention of gender-based violence (GBV) in conflict, crisis, and disaster contexts. (Reporting departments or agencies: State, USAID, DOD, and DHS)

(2.3) Metric: Number of people who benefit from U.S.-funded support to GBV survivors. (Reporting departments or agencies: State, USAID)

(2.4) Metric: Percentage of USG-funded projects with non-governmental and international organizations that include activities to prevent and/or respond to GBV in humanitarian emergencies. (Reporting departments or agencies: State, USAID)

Line of Effort 3: Adjust United States international programs to improve equality for, and the empowerment of, women.

(3.1) Metric: Departments and agencies designate one or more senior official to be the lead for Women, Peace, and Security. (Reporting departments or agencies: State, USAID, DOD, and DHS)

(3.2) Metric: Number of USG trainings that integrate WPS principles. (Reporting departments or agencies: State, USAID, DOD, and DHS)

(3.3) Metric: Departments and agencies establish internal WPS coordination structures and mechanisms. (Reporting departments or agencies: State, USAID, DOD, and DHS)

(3.4) Metric: Total funding of activities aligned with *WPS Strategy* objectives. (Reporting departments or agencies: State, USAID, DOD, and DHS)

(3.5) Metric: Number of key USG strategies that explicitly integrate WPS principles. (Reporting departments or agencies: State, USAID, DOD, DHS, and NSC)

(3.6) Metric: Number of U.S. strategies, policies, and programs are informed by a gender analysis. (Reporting departments or agencies: State, USAID, DOD, and DHS) [1]

Line of Effort 4: Encourage partner governments to adopt policies, plans, and capacity to improve the meaningful participation of women in processes connected to peace and security and decision-making institutions.

(4.1) Metric: Number of engagements by key U.S. leaders that lead to formal partnerships on WPS with partner nations. (Reporting departments or agencies: State, USAID, DOD, and DHS)

(4.2) Metric: Number of high-level commitments on WPS introduced or led by the USG in multilateral fora. (Reporting departments or agencies: State, DOD)

(4.3) Metric: Number of partner nation legal instruments and policies drafted—including national-level frameworks on WPS and GBV response—that are developed or implemented with assistance or encouragement from USG actors. (Reporting departments or agencies: State, USAID, and DOD)

[1] The *WPS Strategy* incorporates the definition of "gender analysis" outlined in the Women's Economic Empowerment and Entrepreneurship Act, namely, to undertake analysis of "quantitative and qualitative information to identify, understand, and explain gaps between men and women. This indicator will also mutually support best practices under the Women's Global Development and Prosperity Initiative (W-GDP).

FRAMEWORK TO MONITOR USAID's PLAN TO IMPLEMENT THE U.S. STRATEGY ON WOMEN, PEACE, AND SECURITY

LOE 1: Seek and support the preparation and meaningful participation of women around the world in decision making processes related to conflict and crisis				
Type	**Indicator ID**	**Indicator Name**		**Reporting Operating Unit(s)**
Interagency Indicator	IA 1.1	Number of engagements by key U.S. Government (USG) leaders focused on increasing women's meaningful participation and leadership	Interagency Explanation: USG senior-level engagement helps to: raise awareness of the importance of women's participation in peace and security processes; and mobilize political will and action from foreign governments, international organizations, and non-governmental actors.	USAID Definition: USAID defines key leader engagements as U.S. Senior Executive Service (SES) / Senior Foreign Service (SFS) level or equivalent, to include Mission Directors and Deputy Mission Directors, engaging senior-level foreign government, international organization, or non-governmental organization counterparts in formal settings.	DCHA compiles USAID submission.
New USAID Indicator	WPS1.1-1	Number and description of key leader engagements for Washington-based and field-based principals focused on increasing women's meaningful participation and leadership.		DCHA with WPS Core Team*
Interagency Indicator	IA 1.2	Number of local women who participate in substantive roles or positions influencing peace efforts, both formal and informal, in which the United States is involved	Interagency Explanation: Peace processes and peacebuilding efforts are more successful when women have influential roles. Women exercise influence across a range of roles, including negotiators, mediators, representatives of constituent groups, and technical experts. The USG will initially track women's meaningful participation in the peace efforts and will look to develop future metrics to capture women's influence, in formal and informal roles in peace and security initiatives to measure the outcomes of their participation.	USAID Definition: Local women is defined as women from the relevant conflict, country, area, or region. Substantive roles or positions are defined as those where the participant has realistic opportunities to share information and represent her own perspectives or those of a group she represents; define issues, problems, and solutions; and influence decisions and outcomes associated with the process or initiative. Peace efforts are defined as formal (diplomatic or official) or informal (grassroots, civil society) efforts, initiatives, or activities aimed at preventing or managing violent conflict, resolving conflict or the drivers of conflict, and sustaining peace following an end to violent conflict. This interagency indicator is based on FA Indicator GNDR-10 (see FA indicator reference sheet for additional guidance).	DCHA compiles USAID submission.
Foreign Assistance Indicators	GDNR-10	Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance		Agency-wide
	DR.4.2-2b	Number of women's rights civil society organizations (CSOs) receiving USG assistance engaged in advocacy interventions		Agency-wide**
	DR3.1-1b	Number of USG-assisted consensus-building processes related to women's rights resulting in an agreement		Agency-wide**
	DR 4-1	Number of USG-supported activities designed to promote or strengthen the civic participation of women		Agency-wide**
	DR 3.3-2	Number of USG-assisted political parties implementing initiatives to increase the number of candidates and/or members who are women, youth, and from marginalized groups		Agency-wide**

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New USAID Indicator	WPS1.1-1	Number and description of key leader engagements for Washington-based and field-based principals focused on increasing women's meaningful participation and leadership		DCHA with WPS Core Team*
Interagency Indicator	IA 1.3	Number of women who participate in U.S.-funded training for foreign nationals	Interagency Explanation: Many women face multiple barriers when trying to enter, remain, or advance in the workforce. The USG will assess whether women have access to the same capacity-building and career-strengthening opportunities we provide to their male colleagues by measuring women's participation in U.S.-funded training and initiatives. This will help the USG identify gaps in U.S. efforts to guide future programs and outreach.	USAID Definition: USAID defines U.S.-funded training according to existing Foreign Assistance indicator definitions.	DCHA compiles USAID submission.
Foreign Assistance Indicators	DR.3.1-2a	Number of women's rights groups trained in conflict mediation/resolution skills or consensus-building techniques with USG assistance		Agency-wide
	PS.1.2-1	Number of Countering Violent Extremism (CVE) programs directly related to USG CVE objectives implemented in country by civil society and partner governments. Note: USAID will utilize WPS key issue narrative reporting to identify and report the number of programs that explicitly integrate WPS objectives.		Agency-wide
	DR6.1-2b	Number of women human rights defenders trained and supported		Agency-wide**
	DR3.3-1b	Number of women who receive USG-assisted political party training		Agency-wide**
	DR1.3-1b	Number of female judicial personnel trained with USG assistance		Agency-wide**
	GDNR-9	Number of training and capacity building activities conducted with USG assistance that are designed to promote the participation of women or the integration of gender perspectives in security sector institutions or activities		Agency-wide
	HA.2.1-1b	Number of women trained in disaster preparedness as a result of USG assistance		Agency-wide

LOE 2: Promote the protection of women's and girls human rights; access to humanitarian assistance; and safety from violence, abuse, and exploitation around the world

Type	Number	Indicator		Reporting Operating Units
Interagency Indicator	IA 2.1	The USG will review, revise, and adopt safeguarding standards that guide the conduct of implementers of USG-funded programs	Interagency Explanation: The USG is committed to protecting beneficiaries of U.S. assistance and advancing human dignity by preventing sexual exploitation and abuse. Establishing effective safeguarding standards, in consultation with implementing partners, beneficiaries, and program participants, will strengthen accountability and lay the groundwork for necessary and appropriate action.	USAID Definition: For the purposes of this Implementation Plan, safeguarding standards are defined as the Agency's efforts to prevent and address sexual exploitation and abuse, countertrafficking in persons, and child safeguarding, including the review and revision of the Agency's existing policies and procedures to strengthen accountability and compliance, in consultation with our external partners and beneficiaries.	DCHA compiles USAID submission.
USAID Indicators	WPS2.1.1	Milestone: USAID finalizes comprehensive policy on Protection from Sexual Exploitation and Abuse (PSEA)		DCHA w/ Administrator's Action Alliance for Preventing Sexual Misconduct (AAPSM). DCHA will collaborate w/ the AAPSM to identify and report on additional indicators related to the PSEA Policy.

Type	Name	Indicator			Reporting Operating Unit(s)
Interagency Indicator	IA 2.2	Number of USG key leader engagements focused on women's safety and prevention of gender-based violence (GBV) in conflict, crisis, and disaster contexts	Interagency Explanation: Senior-level engagement raises awareness of the importance of protecting women's and girls', including from GBV, and helps mobilize political will and action from partner governments, international organizations, and non-governmental actors. Tracking this metric will measure the commitment of key and influential leaders across the USG to safety issues and bolster USG commitment to advancing accountability for abuse.	USAID Definition: USAID defines key leader engagements as U.S. Senior Executive Service (SES) / Senior Foreign Service (SFS) level or equivalent, to include Mission Directors and Deputy Mission Directors, engaging senior-level foreign government, international organization, or non-governmental organization counterparts in formal settings.	DCHA compiles USAID submission.
New USAID Indicator	WPS2.2.1	Number and description of key leader engagements for Washington-based principals focused on women's safety and prevention of GBV in conflict, crisis, and disaster contexts			DCHA with WPS Core Team.
Interagency Indicator	IA 2.3	Number of people who benefit from U.S.-funded support to GBV survivors	Interagency Explanation: The USG is committed to mitigating the harmful effects of GBV through assistance that supports the needs of survivors. This metric will assist the interagency in tracking the effectiveness of USG efforts to assist survivors of GBV through services that include legal, psychosocial and economic support, shelter, and access to telephone hotline services.	USAID Definition: This interagency indicator is based on Foreign Assistance (FA) Indicator GNDR-6 (see FA indicator reference sheet for additional guidance).	DCHA compiles USAID submission.
Foreign Assistance Indicator	GNDR-6	Number of people reached by a USG-funded intervention providing GBV services (e.g. healthcare, legal, psycho-social counseling, shelters, hotlines, other)			Agency-wide; USAID will report total and sex-disaggregated data for this indicator.
Interagency Indicator	IA 2.4	Percentage of USG-funded projects with non-governmental and international organizations that include activities to prevent and/or respond to GBV in humanitarian emergencies	Interagency Explanation: Conflict and natural disasters (humanitarian emergencies) often exacerbate the vulnerability of individuals, particularly women and girls, to GBV. The USG is a leader in the international community in supporting activities to prevent and respond to GBV in humanitarian emergencies.This metric will assist departments and agencies in tracking efforts to address GBV for women and girls in humanitarian emergencies, ensuring that it remains a priority for the USG and an integral part of disaster-response strategies and funding.	USAID Definition: This indicator is based on the key indicator for APP/APR Performance Goal 3.4.3 (see PG Indicator Reference sheet for additional guidance).	DCHA compiles USAID submission.
APP/APR Performance Indicators	PG.3.4.2	Percentage of NGO or other international humanitarian organization projects that include dedicated activities to prevent and/or respond to GBV			DCHA
	PG.3.4.3	Percentage of NGO proposals received by USAID/OFDA that include protection mainstreaming			DCHA

LOE 3: Adjust United States international programs to improve outcomes in equality for, and the empowerment of, women.					
Type	**Name**	**Indicator**			**Reporting Operating Unit(s)**
Interagency Indicator	IA 3.1	Departments and agencies designate one or more senior officials to be the lead for Women, Peace, and Security	Interagency Explanation: Senior-level leadership is essential to marshalling support for the *WPS Strategy*. Developing infrastructure and senior leaders to implement the *WPS Strategy* will ensure that this strategy receives the highest levels of support at each department and agency. Senior officials will be responsible for coordination of *WPS Strategy* implementation in their departments and agencies and	USAID Definition: USAID has designated Deputy Assistant Administrators in the Bureau for Democracy, Conflict and Humanitarian Assistance and the Bureau for Education, Economic Growth, and Environment (E3) as the lead senior officials for coordinating Women, Peace, and Security implementation.	DCHA compiles USAID submission.

New USAID Indicator	WPS3.1-1	Milestone: USAID designates one or more senior officials to be the agency lead for Women, Peace, and Security			USAID Leadership
Interagency Indicator	IA 3.2	Number of USG trainings that integrate WPS principles	Interagency Explanation: In order to be successful, U.S. personnel must be equipped and supported to implement the *WPS Strategy*. Given that WPS is a cross-cutting effort that can be applied across a wide array of issue areas, departments and agencies recognize the importance of integrating WPS themes into existing training in addition to stand-alone efforts.	USAID Definition: Integration of WPS principles, for the purposes of this indicator, refers to USAID trainings related to conflict prevention, stabilization, countering violent extremism, humanitarian assistance, or resilience to crisis, conflict, and fragility that incorporate objectives from the *WPS Strategy* and the WPS Act, including specific content on the needs, roles, and contributions of women and girls.	Agency-wide; DCHA compiles USAID submission w/ E3/GENDEV.
New USAID Indicator	WPS3.2-1	Number of USAID trainings that integrate WPS objectives			
New USAID Indicator	WPS3.2-2	Number of USAID staff participating in trainings that integrate WPS objectives [per year]			
New USAID Indicator	WPS3.2-3	Milestone: USAID establishes a recommended gender- and WPS-related training plan for staff working on issues of crisis, conflict, and transition			DCHA with E3/GENDEV
Interagency Indicator	IA 3.3	Departments and agencies establish internal WPS coordination structures and mechanisms	Interagency Explanation: Establishing internal mechanisms to track, coordinate, and implement *WPS Strategy* initiatives within a given department or agency will advance *WPS Strategy* integration across strategies, policies, and programs and amplify *WPS Strategy* impact.	USAID Definition: USAID has established a WPS Core Team composed of regional and functional bureau representatives to support implementation of USAID's WPS-related policy, strategies, and programming and facilitate a continuous exchange of learning and best practices.	DCHA compiles USAID submission.
New USAID Indicator	WPS3.3-1	Milestone: USAID establishes and maintains an organization-wide body to promote WPS-related policy and programmatic coordination and learning			DCHA
Interagency Indicator	IA 3.4	Total funding of activities aligned with *WPS Strategy* objectives	Interagency Explanation: Identifying the scope of U.S. support for *WPS Strategy* goals in terms of both funding and personnel, serves as a reflection of USG commitment and will enhance USG ability to identify gaps and opportunities.	USAID Definition: Total funding is defined as the total amount of USAID funding attributed to the WPS key issue in the annual Operational Plan.	DCHA compiles USAID submission.
NEW USAID Indicator	WPS3.4-1	Total USAID funding attributed to the WPS key issue in the annual Operational Plan			Agency-wide
Interagency Indicator	IA 3.5	Number of key USG strategies that explicitly integrate WPS principles	Interagency Explanation: Prioritizing integration of the *WPS Strategy* across key U.S. department and agency strategies will ensure USG foreign policy and processes will be more informed and successful in endeavors relating to preventing, mitigating and responding to conflict.	USAID Definition: Key USAID strategies include Country Development Cooperation Strategies (CDCS), as well as relevant thematic and regional strategies or frameworks. Explicit integration of WPS principles is defined, for the purposes of this indicator, as USAID strategies that integrate specific goals and objectives of the U.S. Strategy on WPS or the USAID Implementation Plan in their goals, objectives, lines of effort, actions, or results frameworks.	21 DCHA compiles USAID submission.

Type	Name	Indicator			Participating Entities
NEW USAID Indicator	WPS3.5-1	Number of CDCS and thematic and regional strategies or frameworks that explicitly integrate WPS principles, as defined above			Agency-wide
Interagency Indicator	IA 3.6	Number of U.S. strategies, policies, and programs that are informed by a gender analysis. Note from NSC: The *WPS Strategy* incorporates the definition of "gender analysis" outlined in the Women's Entrepreneurship and Economic Empowerment Act, namely, to undertake analysis of "quantitative and qualitative information to identify, understand, and explain gaps between men and women. This indicator will also mutually support best practices under the Women's Global Development and Prosperity Initiative (W-GDP).	Interagency Explanation: Ensuring U.S. strategies, policies, and programs are informed by a gender analysis makes U.S. policy and programming more effective by allowing the USG to identify how these activities affect men, women, boys, and girls and to adjust activities to improve outcomes.	USAID Definition: Gender analysis is defined by the Women's Entrepreneurship and Economic Empowerment Act of 2018, Section 3(c), and entails understanding the ways in which men and women experience or are affected by an issue or engagement differently, and the use of that analysis to design policies or programs that address the differences and limit risks of harm to women and girls. USAID has existing requirements for gender analysis that apply to country strategies, projects, and activities.	DCHA compiles USAID submission.
New USAID Indicators	WPS3.3-1	Number and description of new WPS-related programmatic tools and resources available to support USAID staff with project design and implementation.			DCHA
	WPS3.3-2	Number of USAID strategies, policies, and programs that are informed by a gender analysis as defined above.			Agency-wide

LOE 4: Encourage partner governments to adopt policies, plans, and capacity to improve the meaningful participation of women in processes connected to peace and security and decision making institutions

Type	Name	Indicator			Participating Entities
Interagency Indicator	IA 4.3	Number of partner nation legal instruments and policies drafted — including national-level frameworks on WPS and GBV response — that are developed or implemented with assistance or encouragement from U.S. actors	Interagency Explanation: Legal and policy frameworks of partner nations are critical to building supportive environments for women and girls' participation in forums for decision-making and safety. They also provide local women's groups with a framework to hold their own governments accountable. By measuring the number of partner nations' policies and plans that have been created as a result of U.S. funding or diplomatic encouragement, we can monitor both our commitment to systemic reform and its impact.	USAID Definition: Partner nation legal instruments, strategies, policies, plans, and implementing frameworks that explicitly seek to (1) prevent and/or respond to GBV AND/OR (2) advance women's roles as agents in preventing, resolving, or recovering from conflict, countering terrorism and violent extremism, and/or building peace and stability. These include but are not limited to National Action Plans or other strategies on WPS.	DCHA compiles USAID submission.
Foreign Assistance Indicators	GNDR 1	Number of legal instruments drafted, proposed or adopted with USG assistance designed to promote gender equality or non-discrimination against women or girls at the national or sub-national level			Agency-wide
	GNDR 5	Number of legal instruments drafted, proposed, or adopted with USG assistance designed to improve prevention and/or response to sexual and gender-based violence at the national or sub-national level			Agency-wide
New USAID Indicators	WPS4.1-1	Number of countries that develop, revise, or implement National Action Plans on WPS with USAID support			Agency-wide
	WPS4.1-2	Number of countries that integrate WPS concepts into their CVE frameworks with USAID support			Agency-wide

Interagency Indicator	IA 4.1	Number of engagements by key U.S. leaders that lead to formal partnerships on WPS with partner nations	Interagency Explanation: USG senior-level engagement raises awareness of the importance of WPS and helps mobilize political will and action from other governments, international organizations, and non-governmental actors.	USAID Definition: USAID defines key leader engagements as Senior Executive Service (SES)/Senior Foreign Service (SFS) level or equivalent, to include Mission Directors and Deputy Mission Directors, engaging senior-level foreign government, international organization, or civil-society counterparts in formal settings. Formal partnerships on WPS are defined as sustained collaborations focused on mobilizing joint action on WPS.	DCHA compiles USAID submission.
New USAID Indicators	WPS4.2-1	Number of key leader engagements that lead to partnerships or sustained collaboration on WPS			Agency-wide
	WPS4.2-2	Number of countries where USAID Missions report sustained and ongoing collaboration and partnerships with local actors, including civil-society and faith-based organizations, on WPS			Agency-wide
Interagency Indicator	IA 4.2	Number of high-level commitments on WPS introduced or led by the USG in multilateral fora	Interagency Explanation: The USG should serve as a global leader in promoting women's meaningful participation in conflict prevention, management and resolution, and post-conflict relief and economic, political, and social recovery. Tracking USG efforts to advance the *WPS Strategy* in multilateral fora measures our commitment to exercising global leadership on WPS and contributing to normative change and accountability.	USAID Definition: High-level commitments are defined as negotiated multilateral products such as resolutions or statements that include language proposed or sponsored by the United States to ensure women's meaningful participation in addressing peace and security challenges and their protection from violence, including GBV. Multilateral fora are defined as formal multilateral settings, regional bodies, and informal networks.	DCHA compiles USAID submission.
NEW USAID Indicators	WPS4.3-1	Number of high level commitments (i.e. MOUs, partnerships, etc.) that reflect WPS objectives that are introduced or co-sponsored by the United States with significant support or engagement from USAID			Agency-wide
	WPS4.3-2	Number of events or activities focused on WPS at multilateral fora, summits, or convenings that are sponsored by the U.S. with a significant support or engagement from USAID			Agency-wide

*The USAID WPS Core Team is composed of representatives of all relevant regional bureaus, functional Bureaus, and independent offices.

**USAID will identify a methodology to identify and report on the sub-set of results that applies to crisis- and conflict-affected countries.