

WHAT IS GENDER MAINSTREAMING?

Gender mainstreaming is a strategy for making women’s and men’s concerns an integral dimension of all aspects and areas of UNDP’s work.

Positive **outcomes** of gender mainstreaming include:

- enhanced **equality** between men and women in respect to their rights, opportunities, and the value attributed to their (sometimes different) roles in society
- stronger focus on the needs of the **most vulnerable** people in society
- more **efficient** and **sustainable** development assistance

All of your actions, whether in project development, implementation or administration, will fall into one of the following categories:

↑	Gender Positive	<input checked="" type="checkbox"/> improved gender equality indicators <input checked="" type="checkbox"/> maintaining a positive gender equality situation <input checked="" type="checkbox"/> supporting gender mainstreaming capacity building, or <input checked="" type="checkbox"/> enhancing visibility and awareness of gender-related issues
↓	Gender Negative	<input checked="" type="checkbox"/> Contributing to a worsening of gender equality indicators, or <input checked="" type="checkbox"/> Doing nothing to improve a negative gender equality situation, even though it was within the scope of your actions
—	Gender Neutral	<input checked="" type="checkbox"/> Your action does not have a gender equality dimension
?	Unknown	<input checked="" type="checkbox"/> Lack of information means that impact is unknown.

Your goal is to move an increasingly larger proportion of your work into the “gender positive” category, and to move activities out of the “gender negative” category.

Actions fall into the “unknown” category when you do not have the information needed to determine whether your actions have a positive or negative impact. Therefore, successful gender mainstreaming requires:

1. collecting baseline data on the gender-related situation
2. asking “what can I do to improve the situation?”
3. tracking progress by monitoring key indicators

CHECKLIST FOR GENDER MAINSTREAMING IN...

PROJECT DEVELOPMENT

Projects can incorporate gender mainstreaming in four key ways:

1. By improving the socio-economic situation of the most vulnerable groups of men & women
 2. By supporting more equal participation of men and women in all spheres of life
 3. By raising capacity of project stakeholders to analyze and address gender issues
 4. By raising visibility and awareness of gender issues relevant to the project
- Have you considered how to incorporate these objectives at all levels of project design?
 - Have you undertaken (or commissioned) **gender analysis** that could (a) establish a baseline of gender information and (b) assess the impact of the project on that baseline (i.e. positive, negative, neutral)?

ASSESSING INTENDED PROJECT OUTCOMES:

- Will the project contribute to a more gender-equitable overall development situation?
- Will the project contribute to developing positive gender-related norms & values?

ASSESSING PLANNED PROJECT OUTPUTS:

- Will the project generate more equal resources (e.g. time, money, opportunities, knowledge, skills) for men and women in the target beneficiary group?
- Will outputs be beneficial, appropriate and acceptable to both men and women?

ASSESSING PLANNED PROJECT ACTIVITIES:

- Are there any barriers (e.g. time, money, traditional gender roles, lack of information or skills, legal barriers) that may deter men or women from participating in project activities?
How can these be overcome?
- Do activities need to target groups of men or groups of women in specific ways in order to be effective?

ASSESSING PLANNED PROJECT INPUTS:

- Have you included gender experts in the project implementation unit, on the project steering committee, or in other capacities so as to provide an on-going gender perspective?
- Have you allocated sufficient funds for gender mainstreaming activities? (e.g. training, experts, information and awareness)

CHECKLIST FOR GENDER MAINSTREAMING IN...

PROJECT IMPLEMENTATION

ACTIVITIES – PROJECT REVISIONS:

- Can you identify additional or modified activities that would help strengthen gender mainstreaming in the project? (see 4 key objectives under **Project Development**)

Even without project revisions, you can incorporate gender mainstreaming in the project in various ways:

DAY-TO-DAY INTERACTIONS WITH PROJECT STAKEHOLDERS

- Do you proactively encourage participation of men or women, if they are underrepresented in project activities?
- Do you seek advice from a gender expert when appropriate? (e.g. how to involve vulnerable groups of men or women, what barriers might hinder men or women from participating)
- Can you identify strategic ways to raise stakeholders' awareness about gender issues?

MONITORING

- Are all data gathered by the project disaggregated by sex?
- Have you established indicators for tracking your gender mainstreaming progress? (e.g. % of project personnel trained in gender mainstreaming; entry and exit surveys on gender equality knowledge and attitudes)

EVALUATION

- Is impact on the gender equality situation an explicit area of analysis for evaluation?
- Do TORs for evaluators include gender mainstreaming expertise?

REPORTING AND INFORMATION SHARING

- Are best practices and lessons learned in gender mainstreaming explicitly noted and shared?
- If you have collected valuable gender data in your project, have you shared it with others for whom it would be useful?
- Are publicity events and public information documents gender mainstreamed? (i.e. represent both men's and women's views, highlight important gender-related information)

(see also **General Operations** for checklists on human resources and financial management)

CHECKLIST FOR GENDER MAINSTREAMING IN...

GENERAL OPERATIONS

RECRUITING OF STAFF & CONSULTANTS:

- Is knowledge of or experience in gender mainstreaming specified as a desirable or necessary qualification?
- Is gender-balance of staff and consultants tracked (according to pay-scale and type of job)?
- If there is a large disproportion of men or women in this field, are members of the under-represented group encouraged to apply?
- Have human resources staff received the necessary training to ensure that any gender-sensitive policies are effectively implemented?

WORK/LIFE BALANCE:

- Have you ensured that terms of employment do not directly or indirectly discriminate against men or women? (e.g. cannot be reconciled with family responsibilities)
- Can the work environment be made more family-friendly? (e.g. flexible time, working from home opportunities, provision of appropriate space for nursing)

CAPACITY BUILDING & PERFORMANCE EVALUATION:

- Have all staff had the opportunity to receive in-depth training in gender mainstreaming?
- Do staff know where to access appropriate resources for enhancing their knowledge of gender mainstreaming?
- Are efforts towards gender mainstreaming reviewed in personnel performance appraisals? Are positive outcomes rewarded and encouraged?

FINANCIAL MANAGEMENT:

- Has a stable source of funds been allocated for gender mainstreaming training and development?
- Are expenditures towards gender mainstreaming tracked for the purposes of reporting and/or gender-sensitive budget analyses?
- Are systems in place or being developed to assess what proportion of expenditures support gender-positive outputs and outcomes? (see table in **What is Gender Mainstreaming?**)