

Inspiration guide to integrate gender perspectives in programme planning and management

Below is a check list with questions that can be considered in the designing and planning of an activity or project in order to ensure that gender is taking into considerations in all phases of the activity/project.

Preparation of a project or an activity

- Have both men and women taken part in the preparations?
- Have both men and women been able to affirm their specific needs and interests?

Problem and context analysis

- How does the problem/challenge influence the situation of young women and young men?
- How has the problem analysis considered the special needs, roles, interests and conditions of both men and women?
- Is there an issue related to gender equality that could be relevant to address?

Target group

- Who is the target group? Men, women or both?
- How are young men and women respectively expected to benefit from and be involved in the project?

Objectives

- How have the project's objectives been designed to meet the needs and interests of both men and women?
- Do the project and its implementation have different consequences for men and women?

Design of activities

- Can young men and young women equally influence and benefit from the project activities?
- Are the activities planned in a place and a time that is assessable for both men and women?
- Have you considered if special interventions are necessary to ensure that women can participate? (e.g. transportation, contact to gate keepers, involvement of role models, workshop for women only)

- How will the project measure progress, specifically for men and women?

Monitoring and evaluation

- How many women and men respectively have participated in the activities?
- Have gender issues been raised during the project implementation?
- Does the project have an effect on the gender balance?

Partners

- Is gender equality reflected in the mission and vision of the organization?
- Are men and women equally represented in the organisations' structures and governing bodies and what is done to ensure this?
- Is the organization open to both male and female members? Are there any formal or informal barriers to the participation of a particular gender and how are these being addressed? What is the gender distribution of the organisation's members?
- What is the partner's previous experience of project implementation and gender mainstreaming?
- Does the organization have a gender policy? If not, how will the organization ensure that both men and women are represented and their respective specific interests pursued.