Gender Mainstreaming in Projects

Project Objectives and Target Group

- Objectives explicit to both men and women
- Sex disaggregated data
- Activities to reflect needs of men and women

Gender Division of labour

- Consulting men and women needs in relation to their roles

- How the project will affect roles of women and men

- How activity schedules will affect tasks done by women and men

- What will encourage women and men to participate

Access and Control of Resources

- Enable women to have authority over resources
- Previous experiences
- Measures done to ensure ownership of resources
- Training to be conducted in language women understand

Access and Control of Benefits

- What will be the project benefits to men and women
- How will it affect that has been already there
- How will it enhance opportunities for men and women

Influencing factors

- Social
- Cultural
- Religious
- Economic trends

Participation and Consultation

- Constraints to participation by men and women
- Will there be separate activities for men and women
- Clear communication channels on equity between men and women

Women's Social status and roles

- Improvement of the condition and status of women
- Involvement of women in decision making
- Community feelings on women's roles

Counterpart agency capacity

- Policies on gender equity
- Staff by gender
- Policy on female staff
- Gender sensitive environment

Project monitoring

- Targets set for participation of men and women
- Gender sensitive indicators
- Disaggregated data
- On going consultation with community groups
- Follow up to assess impact

Project resources

- Adequate for implementation
- Utilisation of gender expertise