



## ENGENDERING G-RAP

### GENDER RESPONSIVENESS CHECKLIST

#### G-RAP PROGRAMME MANAGEMENT TEAM

##### A. Establishment

- \* Gender equality is an essential part of establishment mandate
  - o Mission, vision and/or goals articulate GE/WR
  - o There is a gender policy
  - o Human resource policy is gendered
  - o Provisions exist for initiating affirmative action
  
- \* Men and women are equally represented in governance structures
  - o Men and women represented on FC
  - o Men and women represented on AB
  - o Men and women represented in PMT
  - o Women are involved in management
  
- \* Resources benefit men and women staff equitably
  - o Men and women staff have equitable access and control of resources
  - o Men and women staff have the requisite resources for their work
  - o Women and men staffs unique essential resource needs are met
  
- \* Gender expertise is used in decision-making
  - o Gender specialist involved in shortlisting process
  - o Gender specialist involved in the awarding of grants
  - o Establishment decisions are guided by gender considerations
  - o Gender analysis integral to routine decision-making

##### Score Index

1. 80% plus = High Gender Responsiveness
2. 70 - 79% = Very Good Responsiveness
3. 60 - 69% = Good Responsiveness
4. 50 - 59% = Average/Borderline Responsiveness
5. Below 50% = Poor Responsiveness



\* Gender Sensitive Organizational Culture

- o Women and men feel safe in the workplace
- o Channels exist for reporting harassments
- o Appeals mechanism exist for gender concerns
- o Spaces exist for women's and men's unique needs
- o Men's and women's efforts are valued
- o Men and women receive equal pay for equal valued work

## **B. Programming Activities**

\* Programme support furthers gender equality and women's rights

- o Gender Indicators are applied in programme support
- o Programmes on GE and WR are integral to activities
- o Avenues exist for addressing historical gender gaps

\* Gender equality and women's rights organizations are benefiting

- o Provisions exist for GE/WR work
- o GE/WR organizations are targeted
- o GE/WR organizations receive proportionate share of activities

\* Gender analysis is employed in assessments

- o Assessment tools include gender indicators
- o All information is sex disaggregated
- o Reports disaggregate involvement of men and women
- o Periodic gender audits are conducted

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