



ENGENDERING G-RAP

GENDER RESPONSIVENESS CHECKLIST

RESEARCH AND ADVOCACY ORGANISATIONS

A. Establishment

- * Mandates include gender equality and women's rights commitments
 - o Goal, vision, mission and/or objective include GE/WR statements
 - o Human Resource Policy includes GE/WR statements
 - o Sexual Violence/harassment is provided for in Policy
 - o Provisions made for initiating affirmative action

- * Gender considerations are part of decision-making
 - o Women are represented in decision-making structures
 - o Women and men's issues are considered in decision-making
 - o Women's leadership is encouraged and supported
 - o Decisions address gender differentials in benefits/outcomes

- * Gender sensitive organizational culture is prevails
 - o Men's and women's efforts are equally valued and appreciated
 - o Mechanisms exist for reporting and addressing harassment cases
 - o Spaces exist for women's and men's unique essential needs
 - o Reproductive needs are considered in production decisions
 - o Gender stereotyping is discouraged
 - o Zero tolerance for sexism and sexist behavior/utterances
 - o There is support for women's reproductive needs/burdens

- * Organizational resources benefit men and women equally
 - o Men and women staff have access to requisite resources for their work
 - o Historical gaps between men and women considered in distribution
 - o Resources address the unique/essential needs of men and women
 - o Provisions exist for reproductive needs

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



- * Monitoring and Evaluation System is gender sensitive
 - o All reports include gender components
 - o Staff/organizational data are disaggregated by sex.
 - o Gender analysis is integral to assessments
 - o Gender indicators are included in criteria/mechanism
 - o Periodic gender audits are conducted

B. Programming Activities

- * Programme Goals
 - o Make gender equality requirements in programme cycle
 - o Provide for the targeting of women
 - o Identify areas of women's involvement
 - o Address historical gender gaps

- * Programme Activities
 - o Areas of men's and women's participation clarified
 - o Safe spaces are created for men and women to share their experiences.
 - o Programmes make the best of men's and women's experiences.
 - o Men and women have equal chances of involvement in programmes.
 - o Women's work and time burdens are considered
 - o Address areas of historical gender gaps
 - o Benefit men and women equitably
 - o Women and men are active participants

- * Programme Targeting
 - o Men and women have equal chances of participation
 - o Men and women equitably represented
 - o Periodic fora for women only exist
 - o Women's and men's unique needs/challenges are targeted
 - o Sex differentials in impact are considered and addressed

- * Programme Monitoring and Evaluation
 - o Data collection tools allow for sex disaggregated analysis
 - o Data is analyzed by sex/gender.
 - o Reports provide gender disaggregated information
 - o Monitoring and evaluation tools include gender indicators
 - o Periodic gender audits are conducted

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