Gender Mainstreaming Checklist

Natural Resources Management for Resilience and Economic Development in Rural Ethiopia

(NATURE 4 Dev’t project)
General indicators

Gender mainstreaming in project activities

Gender mainstream

It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of project activities, with a view to promoting equity and equality between women and men, and combating discrimination.

Organizational level indicator

Gender sensitivity of the organization (it all starts with us)

- Percentage of female staff

- Percentage of females in decision making positions

- Evidences of enabling environment created to enhance women’s representation

Are gender sensitive monitoring and evaluation mechanisms in place?

- Gender sensitive monitoring and evaluation system in place.

- Logistics and support structure provided for the effective operationalization of gender sensitive monitoring and evaluation system.

Project intervention indicator

- Evidences and activities done to change the negative social norms in the project area?

- Are the activities of the project gender sensitive?
  Is there gender balance within the target beneficiary group?

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- Proportion of total target beneficiaries by sex?
- Number and percentage of women committee members?
- Number and percentage of women decision makers in committees?
- Number and percentage of women and men participated and benefited from training, technical support, technologies support and market linkage
- Number and percentage of female headed household participated and benefited from training, technical support, technologies support and market linkage
- Availability of women friendly technologies and accessible information dissemination system
- Evidences and activities done to change the negative social norms in the project area?
- Type of special attention given for women
- Evidence of considering and addressing both the practical and strategic needs of women and men.
- Evidence for utilizing women’s indigenous knowledge, skill and practices

**Is the monitoring and evaluation activities gender sensitive?**
- Sex disaggregated data collected to track gender equality results and assess gender impacts
- Number of women and men project beneficiaries involved in the development and implementation of gender responsive monitoring and evaluation system
- Identified project effects on men and women using results monitoring and different activities within the project
- Is the evaluation team sex composition balanced?
Specific questions to be asked while implementing project activities stated below

**NRM**

- Does the bylaw of the CBO include gender sensitive articles?
- How many members of the CBO are women? And how many are men?
- How many men and women are represented in the decision making structures?
- Are there impeding factors that limit women’s membership and representation in the decision making structure? Are there mechanisms to address the impeding factors?
- Do the CBO decision makers have awareness on gender and gender sensitive attitude?
- Do women’s triple roles recognized and respected by CBOs?

**CSA**

- Do both sexes have equal access to benefits in relation to CSA intervention?
- Is there conducted assessment on the roles and responsibilities, access to and control over, decision making authority and needs of men and women?
- Is there conducted assessment on the effects of interventions on time, income, labor, empowerment, work load of men and women?
- Do women and men consulted?
- Do female headed households have equal access to benefit from the intervention?
- Are there any practices that challenge the traditional roles of men and women?
Are there mechanisms to enhance women’s access to and control over livelihood resources?

Do the value chain and market linkage activities take into account/consideration of the products women’s and men’s agricultural cooperatives produced?

Do women participate in different levels of the value chain?

Does the market linkage benefits women’s agriculture cooperatives?

**PFM**

Do women and men participate and represent in CBM team?

Do the roles and responsibilities of CBM team allow women’s participation?

Is there developed system to enhance women’s informal patrolling role?

Do women and men participate and benefit from PFM activities?

**PRM**

Are the impeding factors that limit women’s participation identified?

Are there mechanisms to minimizing identified impediments?

Does women’s participation increasing from time to time?

Is there consideration of the women’s and men’s existing situation and needs before assigning roles and responsibilities in each committee and PRM practices?

Are the effects of PRM activities of the project on men and women examined?

Is there a system to incorporate women’s informal contribution to PRM?

**Energy saving stove**

Is there developed system to enhance access to energy saving stoves?

Do female headed households have equal access to energy saving stoves?
Do women and men have awareness on advantages of energy saving stoves?

Is there conducted assessment on the roles, access to and control over resources, decision making authority and needs of men and women in relation to tree nursery, tree planting, management and marketing?

Is there conducted assessment on effect of the intervention on women and men?

Do women and men have equal access and opportunity for technical support?

**Integrated Watershed Management**

Do women’s and men’s roles in relation to PWM identified and recognized?

Are the impeding factors that hinder women’s participation identified and minimized?

Are the effects of PWM activities on women and men identified and addressed?

Are there developed mechanisms to enhance women’s contribution?

Do women and men beneficiaries consulted on the income generating activities?

Do the income generating activities take into consideration the needs of women and men?

Do women take part in income generating activities?

Does an assessment conducted to see the effects of income generating activities on women and men?

**Health intervention/family planning**

Do the constraints of women or men may face in accessing the service taken to consideration?

Do the awareness raising programs targeted men and women including elderly, religious leaders/influential people and adolescents/youth?
Is there training program to improve women’s self-image and empowerment?

Is there awarding system to motivate best performer families (husbands and wives), change agent men and health extension workers?

Are there organized capacity building trainings to enhance capability to perform the procedure and gender sensitive attitude?

**Private investments**

Are the criteria set to select private partners’ gender sensitive?

Are the private partners’ genders sensitive in the activities that they do and also at organizational level?

Are initiatives/mechanisms developed to make the private partners gender inclusive?

**Multi sectoral platforms**

Are organizations working on gender taken into consideration during new partnership creation?

Do women actively participate in the platforms?

Are mechanisms developed to enhance women’s participation?

Are the action plan and ToR developed gender sensitive?

Do women members participate in monitoring and evaluation activities?

Are the monitoring and evaluation checklists gender sensitive?

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**What is needed for gender mainstreaming?**

- Strong, committed leadership
- Policy and legal frameworks
- Availability of Adequate resources
- Administrative Accountability Procedures
- Gender audit of an organization
The cost of exclusion is bigger than the cost of inclusion.