Mainstreaming gender in the project cycle

Key takeaways of GLA Gender Webinar, August 14th 2018

Mainstreaming gender in the project cycle
Basic steps include:
- Conduct a gender-responsive context analysis
- In accordance to analysis findings, develop and implement gender-responsive activities
- Identify and use gender-responsive indicators, and collect disaggregated data
- Monitor and report on progress

Conducting a gender-responsive context analysis
A gender analysis is an analytical tool to examine the different roles and rights of women and men, as well as the relationships between them. It aims to identify differences, potential inequalities, gender-based barriers and gaps; it also, equally importantly, is a tool to uncover opportunities to bridge gaps and enhance women’s empowerment.

A gender analysis contains the following areas of analysis:
1. Laws, legal rights and policies (depending on scope of project, at multiple levels)
2. Roles and responsibilities (gender-disaggregated division of labor)
3. Women’s and men’s use of, access to, control over and benefits from resources
4. Gender considerations related to key issues of environmental degradation
5. Cultural preconceptions/ social norms
6. Levels of social participation, representation and decision-making spheres

Gender-responsive activities, indicators and monitoring
In planning for gender-responsive activities and outcomes, it is important to state in the project proposal that the pursuit of gender equality is one of the guiding principles of the project and explain how the project will promote gender-responsive actions.

Gender-responsive activities should:
- Establish equitable access, use and control of resources, services and benefits
- Enhance women’s participation in decision making
- Develop opportunities where women and men interact in conditions of equality, as well as offer non-traditional settings
- Innovate beyond the household level

In order to point out how far and in what ways programmes and projects achieve results related to gender equality, gender indicators need to be developed at the start of the project. Indicators will help to demonstrate:
- Increase or decrease in women’s and men’s participation in and benefits from interventions
- Reduction in or exacerbation of gender inequalities
- Evidence on how attention to gender in projects contributes to more equitable and sustainable outcomes

Important to remember:
- The first clue to a gender-responsive project: the budget. Include provisions for gender-responsive activities
- If the original design of the project does not consider the promotion of gender equality, it will be difficult (but not impossible) to incorporate it later; identifying a gender objective at the outset is important
- Gender issues, while deserving of priority attention, are cross-cutting and should not be dealt with in isolation; gender-responsive action and results come from an integrated approach
- Advancing gender equality is the responsibility of all, underpinning a rights-based approach