

# GENDER CATEGORIZATION TOOL

Depending on the type of intervention and scope of activities, the degree to which gender dimensions are relevant and can be integrated into a project may vary. The Gender Categorization Tool is designed to categorize UNIDO's technical cooperation projects on their expected contribution to gender equality and/or the empowerment of women within the context of inclusive and sustainable industrial development\*.

Projects can be classified in four categories: Gender Targeted; Significant Gender Mainstreaming; Limited Gender Mainstreaming; and Minimal Gender Mainstreaming.

## Definition

This category includes **projects that state gender equality and/ or women's empowerment as their principal objective**. This means that the entire project: a) targets women or men who have special needs, are disadvantaged, or suffer from discrimination, or b) focuses all activities on building gender-specific services/capacities or more equal relations between women and men which can be measured by access to means of production and/or to management positions in a specific industry for example. **All project components** explicitly address gender issues that have been identified in the gender analysis.

Projects that fall into this category are expected to **significantly contribute to gender equality and/or women's empowerment**. These projects have a **high potential for gender mainstreaming**, but do not explicitly state gender equality and/ or women's empowerment as the principal objective of the project. However, gender equality and/ or women's empowerment is a secondary objective and the project has corresponding outputs and indicators to measure how gender equality will be advanced.

The project has:

- a. key gender issue(s) identified in a **gender analysis**;
- b. gender equality and/ or women's empowerment as a **key result within a thematic area**; and
- c. **at least 50% of the project outputs have activities** promoting gender equality and/or the empowerment of women, clearly identified with gender responsive indicators and corresponding budget

Specifically, the project is expected to analyse the differential needs, roles, challenges and opportunities of women and men within the project context, address identified gender issue(s) in the project design, and make sure that women and men can equally access project resources and services, equally benefit from training or other capacity building initiatives offered by the project, and equally participate in project implementation and decision-making processes.

Projects that fall into this category are expected to **contribute to gender equality and/or women's empowerment in a limited way** and have a **limited potential for gender mainstreaming**. Gender equality and/or women's empowerment is not an objective of the project, but the project has:

- a. key gender issue(s) identified in either an environmental and social impact assessment or stand-alone gender analysis;
- b. **at least 20 % of the project outputs have activities** promoting gender equality and/or the empowerment of women, clearly identified with gender responsive indicators and corresponding budget; OR
- c. **at least one indicator in each project output** refers to gender in some way, but none of the indicators show how gender equality will be advanced (e.g. the indicator is disaggregated by sex, measures the engagement of women and men, etc.).

Specifically, the project is expected to analyse the differential needs, roles, challenges and opportunities of women and men within the project context, address identified gender issue(s) in the project design, and to the extent possible, make sure that women and men equally access project resources and services, equally benefit from training or other capacity building initiatives offered by the project, and equally participate in project implementation and decision-making processes.

This category includes projects that have **no visible potential to contribute to gender equality and/or women's empowerment**. Women and men are not expected to be affected differently by the project (in terms of their rights, needs, roles, opportunities, etc.) and there is **minimal scope for gender mainstreaming**.

## Project Requirements

- Project objective and key results address a clearly defined gender issue(s)
- Collect and use sex-disaggregated data and qualitative information to understand the differential needs, roles, challenges and opportunities of women and men within project context (i.e. gender analysis) and to track gender impacts of the project
- Design gender focused outputs and activities to address identified gender issue(s)
- Formulate gender responsive targets, indicators and a baseline to monitor gender equality results
- Consult and/or involve women/gender focused groups, associations or stakeholders
- Project management and implementation arrangements (i.e. recruitment of project personnel and project committee composition) are gender balanced
- Key project personnel have gender expertise and all project staff is sensitised to gender

- Gender issue(s) identified in a stand-alone gender analysis
- At least 50% of the project outputs have activities promoting gender equality and/or the empowerment of women
- Collect and use sex-disaggregated data and qualitative information to understand the differential needs, roles, challenges and opportunities of women and men within project context (i.e. gender analysis) and to track gender impacts of the project
- Design outputs and activities to address identified gender issue(s)
- Formulate gender responsive targets, indicators and a baseline to monitor gender equality results
- Allocate sufficient financial resources for proposed gender activities
- Ensure that both women and men can provide inputs, access and participate in project activities (target is at least 40% of whichever gender is underrepresented)
- Consult and/or involve women/gender focused groups, associations or stakeholders
- Project management and implementation arrangements (i.e. recruitment of project personnel and project committee composition) are gender balanced
- Key project personnel have gender expertise and all staff is sensitised to gender

- Gender issue(s) identified in either an environmental and social impact assessment or in stand-alone gender analysis
- At least 20 % of the project outputs have activities promoting gender equality and/or the empowerment of women, clearly identified with gender responsive indicators and corresponding budget **OR** at least one indicator in each project output refers to gender in some way, but none of the indicators show how gender equality will be advanced
- Design outputs and activities to address identified gender issue(s)
- Formulate gender responsive targets, indicators and a baseline to monitor gender results Allocate sufficient financial resources for gender components of the project
- Ensure that both women and men can provide inputs, access and participate in project activities (target is at least 40% of whichever gender is underrepresented)
- Consult and/or involve women/gender focused groups, associations or stakeholders
- Project management and implementation arrangements (i.e. recruitment of project personnel and project committee composition) are gender balanced
- Key project personnel have gender expertise and project staff are gender sensitized

- Include description of why the project is not expected to noticeably contribute to gender equality and/or women's empowerment. For example, this could be due to political or cultural sensitivities; the project does not have direct contact with communities or the project does not directly affect or determine the use of resources, goods, or services accessed by women and men
- Project management and implementation arrangements respect principles of gender equality and equal opportunities (i.e. recruitment of project personnel and project committee composition are gender balanced)
- Ensure that both women and men can provide inputs, access and participate in project activities within the limited scope of the project activities

GENDER TARGETED

SIGNIFICANT GENDER MAINSTREAMING

LIMITED GENDER MAINSTREAMING

MINIMAL GENDER MAINSTREAMING