

UNIDO GENDER MAINSTREAMING TOOLS

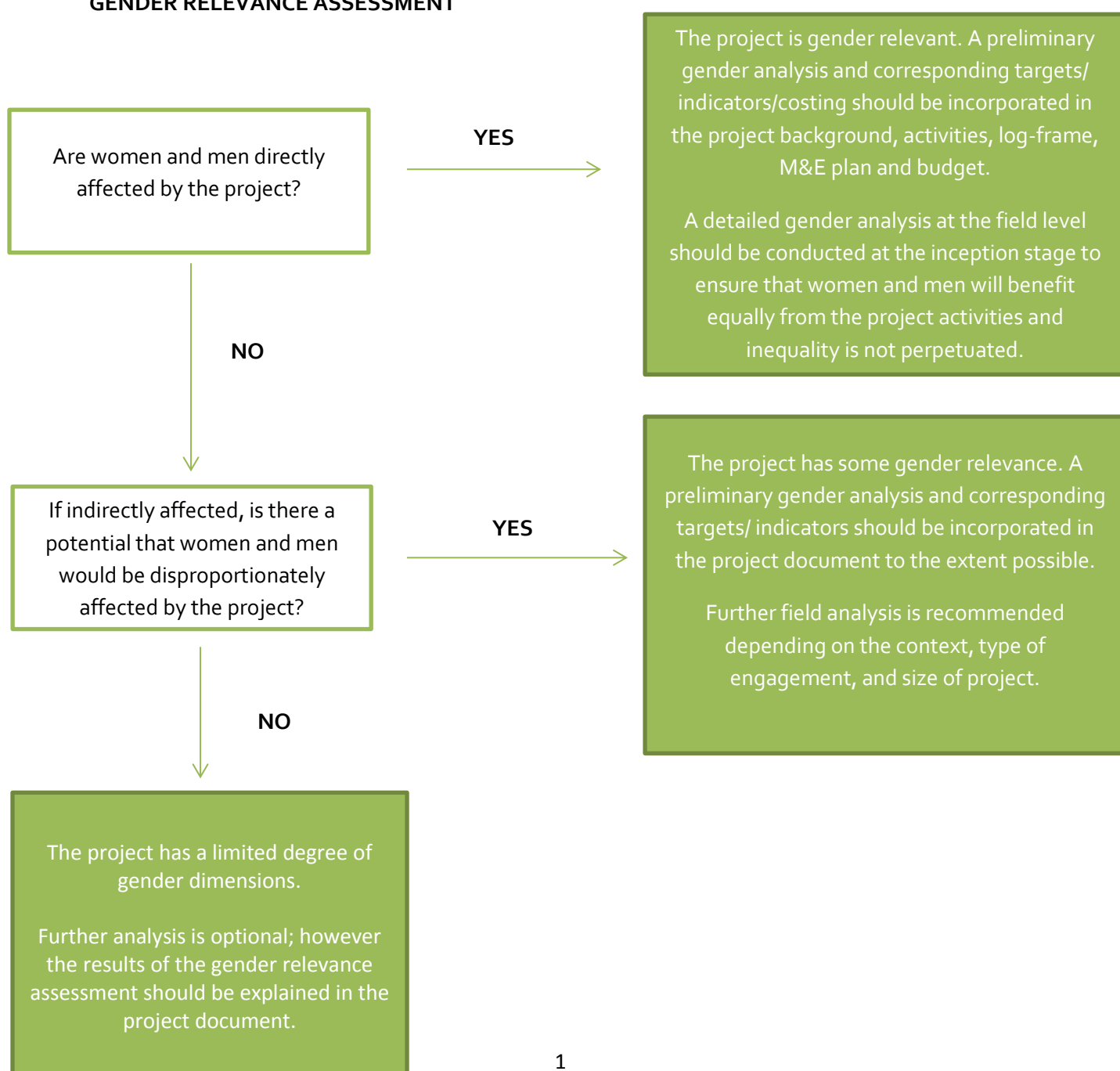
GENDER ANALYSIS FOR PROJECT DESIGN

A gender analysis examines the different roles, rights, needs, and opportunities of women and men, boys and girls and the relations between them in a given context. It is a practical tool that is used to inform policies and programmes as well as identify opportunities and entry points for promoting gender equality and women's economic empowerment in technical projects.

Step 1: Assess the gender relevance of the project

In principle, all projects dealing with people can undergo a gender analysis. However, due to UNIDO's scope of technical projects the gender relevance may vary project to project. To ensure there is value added in conducting a gender analysis a gender relevance assessment should first be undertaken.

GENDER RELEVANCE ASSESSMENT



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Step 2: Develop questions to conduct the gender analysis

Key to a gender analysis is developing specific questions relevant to your project. The following are examples of key questions to consider in your analysis. Be sure to specifically tailor these questions to the context of your project.

GENDER ANALYSIS QUESTIONS

What is the context?	What is the legal status of women in the country of intervention? What are the gender norms and values? What are the training and education levels among women and men? What are commonly held beliefs, perceptions, stereotypes relating to gender?
Who does what?	What is the division of labour among women and men? What is the situation of women and men in the specific sector of intervention? What is the participation between women and men in the formal/informal economy? Who manages the household? Who participates in the care of children and of the elderly?
Who has what?	Do women and men have equal access to resources including finance, technologies, information, and services? Who has control over these resources? Do women and men equally benefit from these resources?
Who decides?	Who participates in the decision making in the household? Are the bargaining positions of women and men different? Are women involved in making economic decisions? Is there an equal participation of women and men in the political sphere? Who has political influence?
Who benefits?	Where are the opportunities or entry points to ensure equal participation and benefits? Does the project address the different needs and priorities of women and men? Will the services and technologies provided by the project be available and accessible to both women and men?

Step 3: Use the information to mainstream gender into project design

In principle, the information gathered from the gender analysis should be considered in all stages of your project cycle: design, formulation, implementation, and monitoring and evaluation.

However, this section will specifically look at project design and how to integrate gender dimensions that can contribute towards strengthened and more sustainable results for the project. Remember, the information gathered from the gender analysis should be integrated in a way that makes sense and adds value to your project.

GENDER MAINSTREAMING CHECKLIST FOR PROJECT DESIGN

- ✓ Identify and address the different needs of women and men
- ✓ Integrate gender into project components (objective, outcomes, outputs) and reflect this in the log frame
- ✓ Develop gender specific targets and/or sex disaggregated indicators that measure performance and impact
- ✓ Identify and consult with women's groups associations or stakeholders concerned with gender issues
- ✓ Allocate sufficient financial resources for activities that promoted gender equality and the empowerment of women
- ✓ Identify any gender related risks or adverse impacts and provide measures to avoid or minimize them