

## Gender Equality – Understanding and Addressing the Issues

*Appendix to AIC’s Guidelines for Proposal Development, Part III, Question 5*

The following is a tool that will assist you in adopting and integrating CIDA’s cross-cutting theme of gender equality into your proposal. In addition, the AIC Gender Equality Policy states “That males and females have equal conditions for realizing their full human rights and potential to contribute to the development of AIC and its programs, and to benefit from the results”.

**Part One:** The first section of this tool provides questions to consider when developing your Organizational Immediate Outcomes.

**Part Two:** The second section includes a checklist of questions which are grouped according to whether your organization has, or has not, completed a gender analysis within the last five years. It IS NOT intended that you provide answers to all of the questions within your proposal. It IS intended that the questions will help your project when working with stakeholders (members, communities, beneficiaries, etc.) in identifying the gender issues that influence your proposal as well as ensuring that they are addressed in your proposal.

**Parts Three, Four and Five:** These sections relate to the Environmental, Economic and Social Immediate Outcomes. At least one of these outcomes must be addressed in your proposal. Also to be included is the integration of the proposed results as they relate to gender equality.

### **i. Organizational Intermediate Outcome**

Agricultural organizations achieve enhanced scientific and organizational capacity and gain greater recognition by all stakeholders as leaders in developing and transferring Beneficial Management Practices (BMPs) in land resource and environmental management and agricultural production with particular attention given to the needs of the rural poor and vulnerable groups.

### **List Your Project’s Immediate Organizational Outcomes**

- 1.
- 2.
- 3.

**Part One –Consider these questions when developing your Immediate Organizational Outcomes:**

1. What is the impact on the genders of the immediate outcomes of your proposal?
2. If your organization has completed a gender analysis in the past five years how has it reflected in your proposal (in either process or content)? What are the major findings of the analysis? How have the findings influenced your project proposal?

For example, if an advisory committee on gender has been formed where and how has the consultative process influenced the design of the proposal or required adjustments to the proposal?

**Part Two – Checklist for Proposal**

Consider the questions in this checklist when developing your proposal. This tool is intended for internal use by your project proposal preparation team.

How have the answers to the questions below influenced your proposal?

<b>Analysis Questions:</b> <i>If your organization has completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	OR	<b>Action Questions:</b> <i>If your organization has NOT completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	Relevancy to the Outcomes	Identify in the proposal WHERE you have incorporated answers to these questions.
<b>Capacity:</b> 1. What is your members’ knowledge of the concepts of gender equality, its relevance to your organization, and gender equality tools?		<b>Capacity:</b> 1. How does your proposal address increasing the capacity of your organization to design and implement programs and projects which respond to the different needs, priorities and interests of women, particularly poor women?	Gain greater recognition as leaders by all stakeholders	
2. How do you measure to what degree gender equality has been reached in your organization?		2. How does your proposal address increasing skills and developing capacity for women within your organization?	Enhances organizational capacity of members	

<b>Analysis Questions:</b> <i>If your organization has completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	OR	<b>Action Questions:</b> <i>If your organization has NOT completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	<b>Relevancy to the Outcomes</b>	<b>Identify in the proposal WHERE you have incorporated answers to these questions.</b>
3. How are men and women trained on gender equality within your organization?		3. What women’s organizations or gender experts have you contacted to provide training and information on gender equality to your members?  4. Are the costs associated with gender equality training or other gender equality services included in your project budget?  5. What portion of your total budget is assigned to gender equality training?  6. Does your project receive funding from other sources (local, national, international donors) to support gender equality endeavours within the project country?	Enhances organizational capacity of members	
<b>Project Planning:</b>  1. What method does your organization use to incorporate the views and preferences of both male and female community members, and male and female organizational members in project design, planning, monitoring and implementation?		<b>Project Planning:</b>  1. How does your proposal address increased participation of women in decision-making in your organization?	Gain greater recognition as leaders by all stakeholders	
2. How does your coordination team encourage input from members with gender expertise?		2. Who in the organization or coordination team has specific expertise and skills on gender issues?	Enhances organizational capacity of members	

<b>Analysis Questions:</b> <i>If your organization has completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	OR	<b>Action Questions:</b> <i>If your organization has NOT completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	<b>Relevancy to the Outcomes</b>	<b>Identify in the proposal WHERE you have incorporated answers to these questions.</b>
3. How does the coordination team ensure that gender equality is considered in project planning, analysis and monitoring and that input is sought through advisors?		3. What is the gender makeup of the coordination team?	Enhances organizational capacity of members	
4. How does your organization ensure that interests of both male and female members are represented within the executive and within the coordination team?		4. How does your proposal increase participation of women and organizations advocating for gender equality, in the development of national strategies for sustainable development?	Gain greater recognition as leaders by all stakeholders	
<b>Accountability:</b> 1. How is gender equality included in the institutional structure? How is responsibility shared for integrating gender sensitive approaches in research, and other activities?		<b>Accountability:</b> 1. What indicators will be used to track gender equality in your organization and in the rural beneficiary community?  2. How often will the indicators be tracked?  3. How will the results be used to measure and then improve gender equality in your organization and the rural beneficiary community?	Enhances organizational capacity of members	

<b>Analysis Questions:</b> <i>If your organization has completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	OR	<b>Action Questions:</b> <i>If your organization has NOT completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	<b>Relevancy to the Outcomes</b>	<b>Identify in the proposal WHERE you have incorporated answers to these questions.</b>
2. When gender disaggregated data is collected, how is it used to improve gender equality in the following areas? <ol style="list-style-type: none"> <li>a. Access to resources</li> <li>b. Access to training</li> <li>c. Participation in decision-making</li> <li>d. Self-respect/legal status</li> <li>e. Control over benefits</li> <li>f. Control over resources</li> <li>g. Participation in public sector</li> <li>h. Beneficiaries' view of the project's benefit to their lives</li> <li>i. Mitigation of climate change</li> </ol>		4. What baseline data do you have to guide the gender-specific aspects of the proposal?  5. How does your proposal build on gender disaggregated data?	Enhances organizational capacity of members	
<b>Organizational Culture:</b>  1. What are your organization's informal norms, and embedded attitudes toward gender?		<b>Organizational Culture:</b>  1. Within your organization, are there any indicators of different attitudes toward gender (e.g. are certain positions normally held by men, or by women?)	Enhances organizational capacity of members	
2. How does your organization ensure that the roles, responsibilities and expectations of the project provide equal opportunity for both men and women in your organization?			Enhances organizational capacity of members	
<b>Political Commitment:</b> 1. What visible support of time and other resources does your organization's leadership commit to gender equality?		<b>Partnerships:</b> 1. Identify any written agreements related to gender equality your organization has with community partners.	Enhances organizational capacity of members	

<b>Analysis Questions:</b> <i>If your organization has completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	OR	<b>Action Questions:</b> <i>If your organization has NOT completed a gender analysis in the past five years, consider the questions below in your proposal preparation process.</i>	<b>Relevancy to the Outcomes</b>	<b>Identify in the proposal WHERE you have incorporated answers to these questions.</b>
2. How does your organization ensure that both men and women have equal opportunity to participate in and benefit from programs to be carried out within your organization and project activities in the rural beneficiary community?		2. Describe partnerships/linkages between the overseas organization and organizations or groups working on gender equality.	Enhances organizational capacity of members	
3. Who in your organization is responsible for ensuring that gender equality goals and objectives are incorporated and implemented in the design, implementation, monitoring and evaluation of the project activities within your organization and in the rural beneficiary community?		<b>Implementation:</b>  1. What percentage of your organization's annual budget is allocated to gender-specific activities? Describe these activities.	Enhances organizational capacity of members	
	1	2. How does your proposal increase the involvement of women and women's groups in the design and management of viable activities?	Gain greater recognition as leaders by all stakeholders	

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**Part Three –Consider these questions when developing your Environmental Immediate Outcomes:**

**Environmental Intermediate Outcome**

Environmental issues receive greater recognition by all stakeholders, resulting in increased adoption by all stakeholders of land-use and farming practices that improve soil and water conditions and mitigate or adapt to climate change.

**List Your Project’s Immediate Environmental Outcomes.**

- 1.
- 2.
- 3.

**Consider:**

**1. What is the impact on the genders of the immediate environmental outcomes of your proposal?**

For example, how does your proposal address increased involvement of both rural women and men in the design and management of viable practices related to mitigation of climate change?

**2. How have the answers to the questions below influenced your proposal?**

<b>Action Questions:</b>	<b>Relevancy</b>	<b>Identify in the proposal WHERE you have incorporated answers to these questions.</b>
1. What method does your organization use to incorporate the different views and preferences, needs, priorities and interests of both male and female community members in activity design, planning, monitoring and implementation as it relates to the environmental outcomes?	Greater recognition by all stakeholders	
2. How does your proposal address increased participation of both women and men beneficiaries in decision-making, skills training and developing capacity as it relates to the environmental outcomes?	Increased adoption by all stakeholders	
3. How does your organization ensure that both men and women have equal opportunity to participate in and benefit from project activities to be carried out in the rural beneficiary community?	Increased adoption by all stakeholders	

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**Part Four –Consider these questions when developing your Economic Immediate Outcomes:**

**Economic Intermediate Outcome**

Greater economic resiliency and economic sustainability of rural households and communities are achieved through increased skills (i.e. skills that improve economic capacity that are facilitated by society members) and participation in effective income generation systems and strategies.

**List Your Project’s Immediate Economic Outcomes**

- 1.
- 2.
- 3.

**Consider:**

**1. What is the impact on the genders of the immediate economic outcomes of your proposal?**

For example, how does your proposal address increased access to and control over productive assets (especially land, capital and credit), processing and marketing for women?

For example, how does your proposal address greater access to and control over credit, training and services for women entrepreneurs?

**How have the answers to the questions below influenced your proposal?**

<b>Action Questions:</b>	<b>Relevancy</b>	<b>Identify in the proposal WHERE you have incorporated answers to these questions.</b>
1. What method does your organization use to incorporate the different views and preferences, needs, priorities and interests of both male and female community members in activity design, planning, monitoring and implementation as it relates to the economic outcomes?	Economic resiliency and sustainability of women and men in the rural household and community	
2. How does your proposal address increased participation of both women and men beneficiaries in decision-making, skills training and developing capacity as it relates to the economic outcomes?	Increased skills by all stakeholders	
3. How does your organization ensure that both men and women have equal opportunity to participate in and benefit from project activities to be carried out in the rural beneficiary community?	Increased participation by all stakeholders	

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***Part Five – Consider these questions when developing your Social Immediate Outcomes:***

**Social Intermediate Outcome**

Rural households and communities achieve greater equality between men and women, improved democratic processes, and increased capacity for full participatory decision-making

**List Your Project's Immediate Social Outcomes**

- 1.
- 2.
- 3.

***Consider:***

**1. What is the impact on the genders of the immediate social outcomes of your proposal?**

For example, how does your proposal address increased participation of women in decision-making in civil society organizations, the community, and the household?

For example, how does your proposal address increased capacity of women and their organizations to influence decisions regarding the design of community services related to agriculture?

**How have the answers to the questions below influenced your proposal?**

<b>Action Questions:</b>	<b>Relevancy</b>	<b>Identify in the proposal WHERE you have incorporated answers to these questions.</b>
1. What method does your organization use to incorporate the different views and preferences, needs, priorities and interests of both male and female community members in activity design, planning, monitoring and implementation as it relates to the social outcomes?	Greater equality between men and women	
2. How does your proposal address increased participation of both women and men beneficiaries in decision-making, skills training and developing capacity as it relates to the social outcomes?	Improved democratic processes	
3. How does your organization ensure that both men and women have equal opportunity to participate in and benefit from project activities to be carried out in the rural beneficiary community?	Participatory decision-making	