



# 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?

- Is there gender balance within the target beneficiary group?

- 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 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?chain? ■

### 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.



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