



Objectives and Results with a gender perspective

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Analysis → Action

Our goal is that all the work that Diakonia supports should contribute to increased gender equality. This means that all the projects we support must have:

- **Gender analysis** as part of the basis of the project
- **Objectives** with a gender perspective
- **Activities** with a gender perspective
- **Indicators** that measure whether the project contributes to increased gender equality
- **Monitoring and Evaluation** with a gender perspective

This Tool deals with Objectives.



A project proposal has to tell us clearly

How the project will contribute to Increased gender equality.

- How can we make this happen?
- How can we support partners to make this happen?



All proposals need:

1. A specific gender objective / result and/or
2. A gender perspective in the other objectives / results

Otherwise, our gender analysis does not turn into action.

**When you write or
assess a proposal,
ask yourself these
questions about the
objectives and
expected results:**

- **Do we know what the gender equality situation is like to begin with?**
 - If we want the project to contribute to more gender equality, we have to know what our starting point is. The baseline and initial gender analysis should tell you what the gender equality situation was like to begin with and what barriers exist to the full exercise of women's and LGBT persons' rights.
- **How will the project contribute to increased gender equality?**
 - Can we find out the answer just from reading the proposal? If not, ask:
What are the gender aspects of the overall goal of the project (regardless of whether this is related to democracy, human rights, economic justice, or something else)?
 - How can the project actively and directly address those gender aspects?
- **Will women and men benefit equally from the project (both directly and indirectly)?**
 - Can we find out the answer just from reading the proposal? If not, ask:
 - What are the barriers to women and men benefitting equally from the project?
 - How can the project actively and directly address those barriers?
- **Is there gender analysis in the proposal? If so, is the gender analysis reflected in the objectives and results?**
 - At the target group / community level?
 - At the institutional level?
 - At the level of policy and legal frameworks?



You can integrate a gender perspective in already existing objectives:

Example 1:

Enhanced accountability and democratic culture.

- Enhanced accountability and democratic culture based on the voices and equal participation of both women and men.

Example 2:

Improved labour conditions and workers' rights

- Improved labour conditions for women and men, and strengthened workers' rights with a specific focus on gender aspects

However, there is always a risk that this becomes just a cosmetic change without any real substance. Instead, it is easier and more impactful to include a specific gender objective in the project. For example:

Depending on the overall goal of the project (and whether it is related to democracy, human rights, conflict, social and economic justice, etc.) you may need an **objective that aims to change or improve:**

- Participation of women in decision making at the national level (e.g. levels of involvement of women in politics, public bodies, judiciary etc.) or the local level (municipality, village councils, etc.)
- Laws and policies that impact on gender equality and women's rights (e.g. laws on gender based violence, inheritance laws, land/asset ownership laws, quotas for political participation, national gender policies, etc.)
- Attitudes towards women's economic empowerment at the community level, at the municipality, in national authorities, in the loans departments of banks, in local trade unions, in households, etc.
- Traditional practices and norms that affect gender equality (early and forced marriage, widow inheritance, female genital mutilation, impunity for sexual violence, etc.)
- Commitments to gender equality in national poverty frameworks and budgets e.g. whether and how gender equality is addressed in poverty reduction strategies, sectoral development plans and national budgets.
- The commitments of national institutions, Ministries and actors (including those who are active on gender equality like the Ministry of Women's Affairs or gender working groups etc.)

Examples of gender blind results and how to transform them:

Gender blind result 1:

The concerns of the community are captured by local authorities through participatory consultation village meetings.

Who decides what are the 'concerns of the community'? If we phrase the objective like this, it does not push us to ensure that both women's and men's concerns are communicated and captured in the meetings. Instead, you could say:

The concerns of both women and men are captured by local authorities through participatory consultation village meetings.

Perhaps you know that in this particular context or with this particular group, a lot of work will be needed to make sure that women can voice their concerns and that those concerns are listened to. In this case, you may want to articulate a specific objective or expected result to ensure that this happens:

Women have been supported to articulate and communicate their concerns and they have a specific space to share their demands in participatory consultation village meetings.

Gender blind result 2:

There is improved access to basic services in selected communities by local and national state institutions.

Which services? Access for whom? If we phrase the objective like this, we will not know if the improved access to services will benefit both women and men, or if both women and men have been consulted on which services they need the most. Instead, you could say: **There is improved access for both women and men to the basic services that they demand in selected communities by local and national state institutions.**

Perhaps you know that in this particular context or with this particular group, a lot of work will be needed to make sure that local and national state institutions listen to both women and men when they decide which services to provide, and in which conditions. In this case, you may want to articulate a specific objective or expected result to ensure that this happens:

Access is improved to basic services that benefit both women and men and that have been requested by both women and men.

Gender blind result 3:

Citizens understand and engage in democratic processes.

Which citizens? Who will get access to these democratic spaces? If we phrase the objective like this, we will not know if both women and men understand and engage in these processes. Instead, you could say:

Female and male citizens understand and engage in democratic processes on equal terms.

Perhaps you know that in this particular context or with this particular group, a lot of work will be needed to make sure that women can participate in these processes. In this case, you may want to articulate a specific objective or expected result to ensure that this happens:

Women have acquired the knowledge and tools necessary to understand and engage in democratic processes on equal terms, and men's awareness has been raised about the importance of women's participation.





www.diakonia.se/gendermainstreaming-toolbox

