



Activities with a Gender Perspective

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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 Activities.



When you write or assess a proposal, ask these questions about the activities:

- Will women and men be able to **participate equally** in the activities? If not, how can activities be changed to ensure this?
- Are the planned activities appropriate to women and men's **roles and responsibilities**? If not, how can activities be changed to ensure this?
- Do they take into account women and men's **capacities and ability** to participate fully? If not, how can activities be changed to ensure this?
- Are there any specific activities planned to **address existing gender related inequalities** or gender based violence etc? If, how can activities be changed to ensure this?
- Do both women and men have the **time to participate** in the activities?
- Does the activity schedule for community members take **workload** (inside and outside the home) into consideration?

- Will there be any **unintended negative impact** on women or men because of the project? (For example: Will women's workload increase because of project activities?) If so, how will this be mitigated?
- Can staff **access all members** of the community?
- Are **female staff** needed to consult with women?
- Are **male staff** needed to consult with men?
- Do the activities involve local **women's rights organisations**? If not, how can we build such relationships?
- Because of gender inequality, women and men have different access to power and resources, different kinds of information, different access to justice, etc. This means that **it is often necessary to design activities specifically directed at women** so that they can strengthen skills, build confidence, articulate their demands, develop their agenda, etc.
- For the same reason, it is often necessary to design **activities specifically directed at men so that they can raise their awareness of the importance of gender equality**.





www.diakonia.se/gendermainstreaming-toolbox

